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CAUT ACPPU
BULLETIN

Reaction
Budget '97
Complete
Bulletin Coverage
Pages 5-9

Vol. 44, No. 3 — March 1997 mars

Federal Budget 1997

CAUT Welcomes Federal PSE Initiatives

CAUT President William Bruneau has welcomed the initiatives in the federal budget dealing with university research, student aid and charitable giving. However, Dr. Bruneau also called on the government to consider these positive steps as part of a long-term road map to restore the much battered finances of Canada's universities and colleges.

"In fact," he said, "it is important for the federal government to create a five-year plan based on these measures to ensure that Canada has world-class and competitive universities and colleges and that these institutions are accessible to all students with the ability and desire to attend regardless of their financial means."

University Research

"In particular," Dr. Bruneau said, "we welcome the creation of *the Canada Foundation for Innovation* which is designed to provide $800 million over the next five years for research infrastructure in universities and associated institutions. CAUT, along with the Association of Universities and Colleges of Canada and the Canadian Consortium for Research has been pressing for this infrastructure fund since last June. It has been a major feature of CAUT's lobbying activities."

The foundation will operate at arm's length from the federal government, and its board of directors will be drawn primarily from the research and business community.

The $800 million will be guaranteed from the start, but will be paid in escalating annual instalments. Both the capital and the accrued interest will be available to fund research infrastructure projects. The funds provided by the foundation will be targetted toward key needs in the areas of health, environment, science and engineering. "Science," according to Finance Department officials, includes "sciences humaines." However, how that will play out remains to be seen.

The legislation creating the foundation will be passed as part of the budget resolutions and is expected to be rather general. The significant decisions will be made when the agreement is drafted between the federal government and the foundation over its operating activities and when the board itself adopts its own operating procedures.

Paul Martin — A good start but master plan needed.

"It will be very important," said Dr. Bruneau, "for CAUT and the academic community to be involved in this process."

The board of directors of the foundation will have flexibility in determining the extent of the foundation's contribution to individual projects. Contributions by the foundation will not exceed 50 pet cent of total eligible project costs. On this basis, the government expects its $800 million to leverage more than matching funds from the partnerships among public research institutions and a wide range of contributors — the private sector,

See INITIATIVES... Page 5 ☞

Feds aim to get more young people working.

Minister Unveils New Youth Employment Strategy

BY TAHIRAH SHADFORTH

IN WHAT HAS BEEN CALLED A major Liberal drive to get more young Canadians employed in the economy, Human Resources Development Minister Pierre Pettigrew unveiled on Feb. 12 his much-awaited new federal Youth Employment Strategy. In an opening speech to an audience of fellow Cabinet ministers, youth initiative advocates, and secondary and post-secondary students, Mr. Pettigrew declared, "Many people look at the situation facing Canada's young people today and they see a problem. That's not surprising. The facts of youth employment are clear ... it's called no experience, no job — no job, no experience."

Is Pierre Pettigrew's employment plan a propitious opportunity for Canada's young people?

Focussing on accessibility, youth employment and internships, Pettigrew offers a plan consisting of six different programs: Youth Summer Employment/Experience Development (SEED), Business Drive for Jobs, Student Business Loans, Native Internship Programs, Canada Employment Centres for Students, and Work Orientation Workshops. Funded with a budget of $315 million, these programs are tailored to provide young Canadians with career-related summer employment and internships, ac-

See YOUTH... Page 9 ☞

La Fondation pour l'innovation

LE PRÉSIDENT DE L'ACPPU, M. William Bruneau, s'est dit satisfait des mesures budgétaires du gouvernement fédéral en matière de recherche universitaire, d'aide financière aux étudiants et de dons de bienfaisance. M. Bruneau a en outre demandé au gouvernement de considérer ces initiatives positives comme un volet d'un plan à long terme visant à rétablir les finances plutôt mal en point des universités et des collèges canadiens.

Il estime d'ailleurs que le gouvernement fédéral doit mettre en oeuvre un plan quinquennal s'appuyant sur ces mesures pour doter le Canada d'universités et de collèges concurrentiels et de calibre international, accessibles à tous les étudiants ayant la capacité et la volonté de les fréquenter, quels que soient leurs moyens financiers.

La recherche universitaire

«Nous nous félicitons en particulier de la création de la Fondation canadienne pour l'innovation qui permettra d'injecter 800 millions de dollars pendant cinq ans dans les infrastructures de recherche des universités et des établissements associés», a-t-il déclaré. «De concert avec l'AUCC et le Consortium canadien pour la recherche, l'ACPPU a exercé des pressions depuis juin dernier en faveur de ce financement. Cet exer-

Voir FONDATION...
à la page 6 ☞

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HIGHLIGHTS

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Further Call for Nominations — CAUT Officer Positions & Standing Committees

■

Budget 1997 Pages 5 to 9

Dr. John Robert Evans, former President of the University of Toronto, has been named as the first President of the Canada Foundation for Innovation. *See Dr. Evans Named as First President on page 5.*

Jean Charest, the Conservative Leader, attacked the scale of cuts to the transfer payments to the provinces for health, post-secondary education and welfare and said that these should be slowed down. The Reform Party was already on record in its election platform calling for more funding of research and development. *See The Opposition Responds on PSE on page 5.*

For the past three years a coalition of labour and social action groups has proposed an alternative budget to that of the Liberals. *See Alternative Budget Sparks National Debate on page 7.*

Finance Minister Paul Martin has introduced proposals that significantly alter the Canada Pension Plan (CPP). In introducing the proposals on Feb. 14, just days prior to the release of his 1997 Federal Budget, Martin said that the proposed changes were made to ensure that the CPP is affordable to future generations and can be sustained. *See Martin Announces Changes to CPP on page 7.*

In early December, CAUT was approached to become a member of the Retirement Income Coalition (RIC). *See CAUT Tentatively Supports Retirement Income Lobby on page 9.*

■

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To get the most out of research these days, it makes sense to combine the best talent from top sources. The cooperative efforts between Canada's academic community and Agriculture and Agri-Food Canada's Research Branch are a clear illustration of this principle. *See Collaborative R&D Benefits Everyone.*

EN BREF

Page 4

Second rappel de candidatures aux postes dirigeants de l'ACPPU et aux comités permanents de l'ACPPU

■

Budget 1997 Pages 5 à 9

Dans le budget qu'il présentait le ministre Paul Martin s'est encore une fois lourdement trompé dans ses prévisions de déficit. *Voir Les secrets de M. Martin à la page 5.*

Depuis trois ans, une coalition de groupes syndicaux et d'action sociale fait contrepoids aux Libéraux en proposant un budget de rechange. Selon la coalition, elle ne peut être crédible que si elle offre un budget complet assorti d'hypothèses différentes de celles du gouvernement fédéral. Car, autrement, l'opposition au projet du gouvernement semble intéressée, fragmentaire et dénuée de perspective nationale. *Voir L'alternative budgétaire établit de nouvelles priorités à la page 6.*

■

Annonces classées Page 12

Building an Innovative Learning Society

Education & Training Research Networks Established

SSHRC HAS ESTABLISHED FIVE LARGE-SCALE RESEARCH networks in education and training. Involving universities and community partners in all provinces and several countries, each network will receive annual funding of $225,000 for the next five years. They were selected from 47 grant applications submitted in a two-stage national competition which concluded in October of last year.

The specific research agenda of each network is being developed through working partnerships of researchers, educators, policy makers, business and industry leaders. The network teams will examine strategies, programs and policies aimed at meeting the current and future educational requirements of Canadians in different walks of life. This collaboration among the various partners will help ensure that research findings are shared effectively with those responsible for policy-making and program development in order to improve the quality and responsiveness of education and training in Canada.

The Education, Training and Employment Research Network focuses on the structures and processes of education and training. A team of researchers at several universities in Quebec, working with a host of colleagues in other provinces, Europe and the United States, will study how effective partnerships in education and training are constructed. In addition, the network involves representatives from 35 organizations, including leaders in policy planning and development, organizations in the field of education, as well as community organizations, unions and companies. The network's research program covers curriculum evaluation, education governance, apprenticeship models in Canada and abroad, the changing role of the private sector in the public education system, and the assessment of training outcomes for learners and the labour market. Marcelle Hardy (Educational Sciences, Université du Québec à Montréal) is leading the network.

The Network for the Evaluation of Education and Training Technologies (EvNet) is a multidisciplinary, multisectoral rsearch enteprise involving 33 academic researchers, 35 collaborators or practitioners, and representatives of 61 public, private and non-profit organizations. A key goal is to produce innovative courseware for distribution over the Internet and through more traditional forms of delivery. *EvNet* aims to produce three specialized multimedia training modules for use in the workplace, for instructors in higher education, and for the use of graduate research assistants. Network researchers will evaluate the strengths and weaknesses of existing and developing courseware and instructional technologies. This will assist educators and trainers in selecting the technology aids they might use for their courses and programs. Carl Cuneo (Sociology, McMaster University) is serving as the network's director.

The Western Education and Training Research Network focuses on the links between the provision, processes and outcomes of education. Drawing on the knowledge of researchers, educators, employers and policy makers in Western Canada, the network will examine policy issues and initiatives in the area of education and training. Performance indicators, as well as educational and economic outcomes, will be assessed. The social processes which determine desired training outcomes, and how such processes are shaped by the experiences of educators, will be considered through case studies. The effects of these processes will be documented and monitored. Jane Gaskell (Education, University of British Columbia) is leading the network. Its members include researchers from Europe, the United States and Australia.

The Research Network for New Approaches to Lifelong Learning will document the relations between informal learning and formal education. Network researchers aim to identify major social barriers to integrating self-directed, informal learning with formal (full-time and part-time) programs and certification. New program initiatives intended to overcome such barriers will also be examined. The network's research program has been developed by six teams of academics from a range of disciplines in the social sciences and humanities working with corporate, trade union and community-based partners representing various sectors of Canadian society. David Livingstone (Sociology in Education, Ontario Institute for Studies in Education) s leading this network. Researchers from 20 universities and community colleges, and representatives from 11 community groups and corporations, make up the network's membership.

The Labour Education and Training Research Network links academics from 14 universities and five community colleges together with representatives of 20 community service groups, including a number of labour unions. European and Australian researchers specializing in labour market issues are also participating. The network aims to analyse the training industry and propose policy for its future development. Practitioners who provide training in public schools, commercial enterprises and labour unions are a key focus of the network's research program. The public policies which create, shape and limit the work of training providers, and their role in training successes or failures, will be investigated. The network's director is Carla Lipsig-Mummé (Centre for Research on Work and Society, York University). ■

Source: SSHRC News

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; FAX: 613/820-2417; EMAIL: DUHAIME @CAUT.CA

COURRIER DES LECTEURS

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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Manitoba's Bill 32

United Lobby Forces Changes to PSE Act

BY ED BYARD

A CONCERTED LOBBYING EFFORT organized by the Manitoba Otganization of Faculty Associations (MOFA) and supported by academics across the province has convinced the Manitoba government to make significant amendments to its recently adopted Council on Post-Secondary Education Act (Bill 32).

Almost 100 presentations were made — over 25 hours of hearings — to the Law Amendments Committee of the Manitoba Legislature. Presenters included faculty from member associations, tepresentatives of the senates of the Universities of Winnipeg and Brandon, the presidents of the three Manitoba universities, students, and even a few private citizens. CAUT was represented by its president, Bill Bruneau.

Bill 32 as proposed in the original draft legislation was designed to dissolve the curtent Universities Gtants Commission and provide for the establishment of a new Council on Post-Secondary Education that would oversee funding and programs in the province's universities and colleges.

The powers the council and Education Minister Linda McIntosh were to be given in the new act were sweeping and appeared to undermine the traditional arm's-length relationship between the government and the universities.

To quote a legal opinion commissioned by the University of Manitoba Faculty Association: "the Act, as proposed could interfere with the autonomy of the universities and allow government, indirectly through the Minister and Council, to cause the elimination of programs and people."

The original draft of Bill 32 contained several provisions which seemed to allow ditect government intrusions and micromanagement of the universities, but the concerted lobbying resulted in some 13 amendments to the bill which explicitly recognize academic freedom, provide for consultation with the universities, recognize the principle of an accessible university system, and recognize the right of the universities to formulate academic policies and standards.

In addition, the powers of the minister of education, originally broad enough that she could have dictated the mandate of the council, were explicitly softened to read that the Minister is "an intermediary between post-secondary institutions and government."

Despite these changes, the legislation represents a significant centralization of power and authority in the 11-member council which is entirely appointed by the government and subject to considerable ministerial direction.

Of particulat concern to faculty associations in Manitoba is that the council could recommend program rationalization or could identify program redundancy within the universities and whether such pronouncements would force the universities to act on these before funding allocations are made.

In addition, the question of the status of collective agreement protections for faculty in the event of a govetnment-imposed financial exigency remains extant.

The successful efforts that MOFA and the entire university community undertook to force changes to the act are only a beginning. We await with interest the announcement of the membership of the council and intend to monitor closely the direction the council takes in its work. ■

(Ed Byard is the Vice-President of MOFA and a member of the CAUT Collective Bargaining & Economic Benefits Committee.)

Ed Byard acknowledges summaries written by freelance writer Doug Smith and University of Winnipeg Faculty Association President Alden Turner in the preparation of this article.

Policy Statements on the Web

OVER THE YEARS CAUT HAS prepared a number of policy statements and information papers. These are published in the *CAUT Information Service* and distributed to member associations. Now they are available at the CAUT web site.

All policy statements including Academic Freedom & Tenure, Equality of Opportunity and Conditions of Employment have been posted.

The policy statements contained in the *CAUT Information Service* are generally prepared by the standing committees of CAUT and formally approved for adoption by the CAUT Council. Newly approved policy statements are printed in the CAUT *Bulletin*.

Information papers are generally prepared by the standing committees. Information papers are approved by the Executive Committee, and ate circulated to Council and member faculty associations fot information. ■

For a full listing visit the web site http://www.caut.ca/policy/index.html.

Bargaining Workshops Held in Moncton & Halifax

CAUT'S COLLECTIVE BARgaining and Economic Benefits Committee (CBEBC) has sponsored two collective bargaining workshops since the fall. These workshops have been conducted by Christiane Tardif and Pierre Choquette, CAUT collective bargaining officers, with the participation of other people.

Collective bargaining workshops are designed to offer basic training in the negotiation process. They offer information on the legal framework of collective bargaining, an overview of the negotiation process, a clause-drafting exercise and a one-day negotiation simulation exercise to give participants hands-on experience in the process.

The first workshop was organized for francophone association members of CAUT to provide them with services in French. It was held in Moncton early in November 1996.

Paul-Normand Dussault, a member of the CBEBC, welcomed participants and gave an overview of the recent trends in collective bargaining in Canadian universities.

Alexandre Strachan, from the Fédération québécoise des professeures et professeurs d'université had been invited to give an update on what has been happening in Québec.

Joël Michaud, from the law firm of Pink Breen Larkin, gave an information session on the legal framework of collective bargaining. The training aspect of the workshop was conducted by Christiane Tardif and Pierre Choquette.

Most participants came from faculty associations in New Brunswick: Moncton, Saint-Louis-Maillet, Shippagan, and one participant from Saint-Boniface in Manitoba.

The second workshop was held at the end of February in Halifax. This workshop was designed to meet the needs of Nova Scotia's faculty associations which should all be returning to the bargaining table this year. They have been prevented from negotiating for a number of years because of various provincial government interventions.

Representatives from the faculty associations of Acadia, Dalhousie, Mount Saint Vincent, Nova Scotia College of Art and Design, Saint Mary's, St. Francis Xavier and the Technical University of Nova Scotia were present.

Again a member of the law firm of Pink Breen Larkin, Gordon Forsyth, addressed the issue of the legal framework of collective bargaining.

Donald Savage, CAUT Executive Director, was also present and talked about recent trends in collective bargaining giving an overview of the situation across the country over the last two years.

Once more, Chtistiane Tardif and Pierre Choquette were responsible for the training aspect of the conference.

Based on evaluations, participants appreciated sharing information with colleagues, found the workshops useful and became more knowledgeable of the collective bargaining process. ■

Christiane Tardif & Pierre Choquette wish to thank all of those who were present — especially those who had to play the role of university administrators during the bargaining simulations.

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FURTHER CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are still open for election to the Executive Committee, namely: CAUT President, Vice-President, and two Members-at-large. Nominations are particularly being sought for election to positions on the four CAUT Standing Committees: Academic Freedom and Tenure — four vacancies (Person Chairing and three regular members); Collective Bargaining and Economic Benefits — two vacancies (two regular members); Librarians — two vacancies (Person Chairing and one regular member); and Status of Women — two vacancies (Person Chairing and one regular member). Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 1997.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year) including the Status of Women Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for Persons Chairing CAUT Standing Committees is two years. The term of office for members of CAUT Standing Committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to by fax or courier if possible:
Professor Mark Sandilands, Person Chairing, Elections and Resolutions Committee, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; FAX: (613) 820-2270

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4 – 7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: As soon as possible
- Collective Bargaining and Economic Benefits Committee: As soon as possible
- Librarians' Committee: As soon as possible
- Status of Women Committee: As soon as possible
- All other nominations: March 31, 1997 if possible

SECOND RAPPEL DE MISE EN CANDIDATURES AUX POSTES DE DIRIGEANTS, *DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU*

Nous sollicitons encore des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU. Nous sollicitons particulièrement des candidatures à des postes aux quatre comités permanents de l'ACPPU: quatre postes au Comité de la liberté universitaire et de la permanence de l'emploi (la présidence et trois postes ordinaires); deux postes ordinaires au Comité de la négociation collective et des avantages économiques; deux postes au Comité des bibliothécaires (la présidence et un poste ordinaire); et deux postes au Comité du statut de la femme (la présidence et un poste ordinaire). Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1997.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siègent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation de la conférence annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes. Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence des Comités permanents est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Envoyer les candidatures par télécopieur ou par messager si possible à :
M. Mark Sandilands, Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télèc: (613) 820-2270

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4 – 7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi : aussi tôt que possible
- Le Comité de la négociation collective et des avantages économiques : aussi tôt que possible
- Le Comité des bibliothécaires : aussi tôt que possible
- Le Comité du statut de la femme : aussi tôt que possible
- Toutes les autres mises en candidature : le 31 mars 1997 si possible

Les secrets de M. Martin

PAR ALAIN DUBUC

DANS LE BUDGET QU'IL PRÉsentait, mardi, le ministre Paul Martin s'est encore une fois lourdement trompé dans ses prévisions de déficit.

Nous avons bien sûr été habitués, au fil des ans, aux erreurs éhontées des budgets qui sous-estimaient systématiquement la taille du déficit. Ce qui est fascinant, c'est que le ministre fédéral des Finances a maintenant un problème exactement inverse. Il se trompe dans l'autre sens. Les déficits qu'il réalise sont sensiblement plus bas que ceux qu'il avait prévus.

Mais, même s'il s'agit de bonnes surprises, les écarts sont assez importants pour que l'on se demande pourquoi un ministre des Finances érige l'erreur prévisionnelle en mode de gestion.

En 1995, M. Martin avait prévu que le déficit serait de 32,7 milliards pour l'année 1995-1996. Il fut finalement de 28.6. En février dernier, il annonçait un déficit de 24,3 milliards pour 1996-97. Nous avons découvert, mardi, qu'il ne serait que de 19 milliards. Le chiffre serait encore plus bas si le ministre ne s'était pas empressé de piger dans ce surplus inespéré.

Manifestement, on s'apprête à remettre ça. Pour l'année 1997-1998, il maintient les projections qu'il avait faites, il y a déjà un an, et promet un déficit de 17 milliards. Comme c'est son habitude, il s'agit en fait d'un déficit «fondamental» de 14 milliards plus une réserve «au cas où» de trois milliards. Cette prévision n'a pas vraiment de sens. Elle supposerait que le gouvernement libéral, aprés avoir réussi à réduire le déficit de 8,9 milliards, l'an dernier, et de 9,6 milliards, cette année, ne réussirait qu'à le comprimer de deux milliards.

C'est évidemment peu crédible. Mais pourquoi? Sans doute par prudence. Échaudé par les graves erreurs de ses prédécesseurs, M. Martin stocke les milliards comme ceux qui avaient connu la guerre stockaient le sucre. Mais ces coussins que se donne le ministre dépassent les exigences de la louable prudence : M. Martin a surestimé son déficit de 4,1 milliards, l'an dernier, et de 5,3 cette année.

Mais il y a une seconde raison. C'est la peur qu'un succés trop rapide et trop évident dans la lutte contre le déficit ne suscite les appétits de tous les groupes qui ont souffert de l'austérité. Tant que le déficit reste élevé sur papier, il est plus facile d'expliquer que le travail n'est pas terminé. M. Martin, dans son budget de cette semaine, a limité les nouvelles initiatives à un milliard. Cela aurait été impossible si ses prévisions avaient été plus réalistes.

Mais la raison la plus importante, à plus long terme, c'est que ces prévisions permettent de ne pas aborder de front la question du dividende budgétaire. En prévoyant un déficit de 17 milliards, pour 1997, et de neuf milliards, pour l'année suivante, le ministre Martin n'a pas encore à parler de déficit zéro, même s'il est évident qu'on y arrivera dans deux ans. Et dès que le déficit sera éliminé, s'ouvre le débat sur l'affectation des surplus. Le consensus de l'austérité s'effritera et cédera la place á des réflexions difficiles sur les mérites respectifs de la réduction de la dette, des baisses d'impôt et des développements de programmes. Cela ouvrira la porte à des débats très idéologiques, qui recréeront les clivages, et que le gouvernement Chrétien n'a manifestement pas voulu engager.

Et pourtant, si nous arrivons d'ici deux ans au déficit zéro, c'est dés maintenant qu'il faut discuter de l'aprés-déficit. Et le moment tout rêvé pour amorcer cette réflexion collective, sera durant la campagne électorale qui semble imminente. ■

Reproduit avec permission, La Presse, vendredi le 21 février 1997.

CAUT Welcomes Initiatives

FROM PAGE 1

the voluntary sector, individual Canadians and provincial governments.

Dr. John Evans, the newly-named president of the foundation, said at a press conference that he expected many of the applications would be from consortia of researchers and that this would allow smaller universities to participate.

Dr. Bruneau also welcomed the renewal of the government's commitment to the Networks of Centres of Excellence. CAUT had also lobbied for the continuation of this program. The level offunding will be $47 million a year, funded through a combination of existing resources and reallocation of $19 million from Industry Canada and the granting councils.

The 1997 budget also announced that the National Research Council's Industrial Research Assistance Program is being maintained at $96 million annually. This national network of about 250 industrially experienced scientists, many connected with universities, supplies technical assistance and advice to small and medium-sized enterprises in all regions of the country.

Charitable Giving

The budget proposes to increase support for charitable giving by reducing the income inclusion rate on capital gains from 75 per cent to 37½ per cent.

The purpose of the change in regulations governing charitable giving was to bring Canadian law closer to that of the United States which encourages donations of appreciated stocks to charitable institutions. The Finance Department claimed in its papers that this change now put Canadian charities on an equal footing with those in the United States.

Gordon Floyd, of the Canadian Centre for Philanthropy, said that while the change was a step in the right direction it still did not provide for full capital gains exemption as in the United States.

However, Dr. Bruneau said it "will certainly assist universities and colleges in their fund-raising."

Student Aid

Dr. Bruneau supported new budget measures designed to assist students and their patents. The most important of these is the decision to increase the period after graduation during which the federal government will pay the interest on student loans from 18 to 30 months for students in need. Combined with the six months' grace period, available to all students, students in financial need will have up to three years of help in managing their loans.

Other tax measures that will help Canadian students and their families include:

- an immediate increase in the education credit, designed to cover living costs while studying, to $150 per month ($200 in 1998) from the present $100;
- extending the tuition credit to include all mandatory fees imposed by post-secondary institutions for educational purposes. This extension will not cover fees levied by student bodies;
- allowing unused education and tuition credits to be carried forward and applied against future income; and
- raising the annual contribution limit for Registered Education Savings Plans (RESPs) from $2,000 to $4,000. Parents will

See INITIATIVES... Page 7 ☞

Canada Foundation for Innovation

Dr. Evans Named as First President

DR. JOHN ROBERT EVANS, former President of the University of Toronto, has been named as the first President of the Canada Foundation for Innovation. Dr. Evans received his undergraduate medical training at the University of Toronto and engaged in residency training in clinical medicine and cardiology in Oxford, London, England and Toronto. He was a Rhodes Scholar at Oxford University and graduated with a D.Phil in 1955. He was the founding dean of the McMaster University Faculty of Medicine. From 1972 to 1978 he was President of the University of Toronto. From 1979 to 1983 he served as Director of the Population, Health and Nutrition Department of the World Bank in Washington. In 1983 he returned to Toronto as Chairman and CEO of Allelix Inc., a biotechnical research and development company. Dr. Evans also serves as Chairman of the Board of Alcan Aluminum Ltd. and of Torstar Corporation. He is past Chair of the Board of Trustees of the Rockefeller Foundation. He received the Order of Canada in 1978. ■

Dr. John Evans will head the new Foundation for Innovation.

"Canadians know that a better education equals better jobs...the research facilities at our universities, colleges and hospitals are critical; they are the linchpin for a world-class education...part of the root system of our economic prospects for the future."

— Paul Martin, Finance Minister
February 18, 1997

The Opposition Responds on PSE

JEAN CHAREST, THE CONSERVative Leader, attacked the scale of cuts to the transfer payments to the provinces for health, post-secondary education and welfare and said that these should be slowed down. The Reform Party was already on record in its election platform calling for more funding of research and development — to be paid for by slashing other federal programs.

However, the most detailed criticism came from the NDP which, while welcoming the Liberal initiatives, complained that they hardly made up for the massive cuts in transfer payments to the provinces and in the base budgets of the federal research councils.

Svend Robinson, the NDP critic, said that it was also important to recall what the Liberals had not announced, namely a five year plan to ensure that Canada has world-class and competitive universities. He pointed out that the government had ignored a key component of the Ottawa higher education coalition's position, namely the provision of targeted grants for low income students. Nor did the Liberals fund the range of suggestions on research made by the coalition.

He cited the alternative budget as a better route to follow. "All in all," he said, the Liberal budget was a disappointment. Give a little, take a lot, and hope that the voters have bad memories." ■

L'alternative budgétaire établit de nouvelles priorités

DEPUIS TROIS ANS, UNE COALition de groupes syndicaux et d'action sociale fait contrepoids aux Libéraux en proposant un budget de rechange. Selon la coalition, elle ne peut être crédible que si elle offre un budget complet assorti d'hypothèses différentes de celles du gouvernement fédéral. Car, autrement, l'opposition au projet du gouvernement semble intéressée, fragmentaire et dénuée de perspective nationale.

Cette année, l'alternative budgétaire a commencé a attiré davantage l'attention des médias, culminant en un débat important aux nouvelles nationales de CBC. En outre, la coalition s'est tendue compte qu'elle ne serait crédible que si elle s'attaquait à la question de la dette. Elle a donc fait ses calculs en présumant qu'elle pourrait elle aussi équilibrer le budget d'ici l'an 2000.

Elle soutient principalement que le gouvernement fédéral, pour présenter une politique économique des plus sensées, devrait lancer une série de programmes visant à stimuler la création d'emploi. Plus de Canadiennes et de Canadiens paieraient ainsi davantage d'impôt. Le budget de rechange serait également financé à même la réforme du régime fiscal et la réduction des taux d'intérêt à moyen terme.

L'alternative budgétaire prévoit s'attaquer de front à la pauvreté en augmentant, au lieu de le diminuer, le soutien des programmes sociaux à l'aide d'un fonds de soutien du revenu, d'une prestation pour enfants améliorée et d'un régime national d'assurance-médicaments.

Ce budget de rechange vise aussi des investissements sociaux. Il rejette le Transfert canadien en matière de santé et de ptogrammes sociaux, «les valeurs qui lui sont sous-jacentes et les compressions aux programmes sociaux qui justifient sa mise en place».

En ce qui concerne l'enseignement supérieur, l'alternative budgétaire rétablirait la contribution du gouvernement fédéral au financement de l'enseignement supérieur et l'améliorerait. Il ramènerait les paiements de transfert au niveau prévalant en 1995-1996, soit 2,1 milliard de dollars, et les indexerait selon la moyenne triennale mobile du PIB qui sera de 4,3 p. 100 en 1998-1999.

La nouvelle Loi sur l'enseignement supérieur, proposée dans ce budget de rechange, définirait le rôle du gouvernement dans ce domaine et exigerait que les provinces respectent les principes de l'éducation publique, l'accessibilité, l'intégralité et la transférabilité des crédits. Le Québec ne serait pas assujetti à cette loi. Des négociations distinctes seraient engagées avec le gouvernement du Québec fondées sur ces principes.

Un conseil consultatif de l'enseignement supérieur serait également créé, avec l'objectif à long terme de remplacer le Programme canadien de prêts aux étudiants par un Programme national de subventions. Dans l'intervalle, un programme de subventions plus limité et orienté serait mis sur pied se fondant sur les suggestions formulées par la coalition de groupes du milieu de l'enseignement supérieur à Ottawa représentant les chefs de famille monoparentale et les étudiants moins bien nantis du 1re année.

L'aide financière pour l'éducation des Premières nations serait maintenue et augmentée de 10 p. 100 annuellement pendant les deux prochaines années. Le Programme d'investissement d'urgence dans l'emploi constituerait une source importante de financement pour la recherche effectuée dans les établissements d'enseignement postsecondaire et pour leurs infrastructures.

L'ACPPU a appuyé la coalition, surtout dans le domaine de l'enseignement supérieur. Elle semble être la seule opposition cohérente au gouvernement fédéral et le seul organisme proposant des idées pour un débat national.

Le travail nécessité par l'alternative budgétaire est coordonné entre le Centre canadien de politiques alternatives, à Ottawa, et Choices : A Coalition for Social Justice, au Manitoba. ■

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La Fondation pour l'innovation

SUITE DE LA PAGE 1

cice a été une composante importante des activités de lobbying de l'ACPPU.»

La fondation sera indépendante du gouvernement et le conseil d'administration sera composé de personnes provenant principalement du milieu de la recherche et de l'entreprise privée.

Elle recevra du gouvernement une dotation initiale de 800 millions de dollars et pourra ainsi fournir une aide annuelle pendant une pétiode de cinq ans. Ce montant et les revenus d'intérêt seront consacrés à des projets d'infrastructure de recherche. Les contributions versées par la fondation viseront à répondre aux besoins essentiels dans les domaines de la santé, de l'environnement, des sciences et de l'ingénierie. Selon des porte-parole du ministère des Finances, les «sciences» comprennent les «sciences humaines». Il reste à voir cependant comment cela se concrétisera.

La loi créant la fondation sera adopté dans le cadre des résolutions budgétaires et sera, semble-t-il, plutôr générale. Les décisions importantes seront prises lorsque le gouvernement fédéral et la fondation auront ébauché l'entente sur les activités de fonctionnement et lorsque le conseil d'administration aura adopté ses proptes méthodes de fonctionnement.

M. Bruneau a insisté sur l'importance pour l'ACPPU et la collectivité universitaire de participer à la mise en oeuvre de la fondation.

Le conseil d'administtation aura le pouvoir de déterminer l'aide financière de cette dernière à un projet particulier. Les contributions de la fondation ne dépasseront pas 50 p. 100 du total des coûts admissibles d'un projet. Le gouvernement espère ainsi que sa dotation initiale mobiliseta davantage que des fonds de contrepartie de la part des pattenariats établis entre les établissements de recherche publics et tout un éventail de bailleurs de fonds, entre autres le secteur privé, le secteur bénévole, les particuliers et les gouvernements provinciaux.

M. John Evans, nommé à la présidence de la fondation, a déclaré en conférence de presse que nombre des demandes de subvention proviendraient de groupes de chercheurs, facilitant ainsi la participation des plus petites universités.

M. Bruneau a en outre accueilli avec satisfaction le renouvellement des Réseaux de centres d'excellence, un programme dont l'ACPPU a défendu le maintien. Le niveau de financement sera de 47 millions de dollars, financés par les ressoutces existantes et la réaffectation de 19 millions de dollars du ministère fédéral de l'Industrie et des conseils subventionnaires.

Dans son budget de 1997, le ministre des Finances a également annoncé le maintien du Programme d'aide à la recherche industrielle du Conseil national de recherches, doté d'un budget annuel de 96 millions de dollars. Ce réseau national qui compte environ 250 chercheurs du secteur industriel, dont nombre d'entre eux sont affiliés à une université, fournit une aide technique et des conseils à de petites et moyennes entreprises de toutes les régions du pays.

Les dons de bienfaisance

Le budget propose de bonifier l'aide fiscale au titre des dons de bienfaisance en faisant passer de 75 à 37,5 p. 100 le taux d'inclusion au revenu des gains en capital.

Cette modification aux règles régissant les dons de bienfaisance rapprochera la loi canadienne de celle des États-Unis qui encourage les dons considérables de titres cotés en bourse aux organismes de bienfaisance. Le ministère des Finances soutient dans les documents budgétaires que les organismes de bienfaisance canadiens seront ainsi sur un pied d'égalité avec les organismes équivalents aux États-Unis.

Gordon Floyd, du Centre canadien de philanthropie, a déclaré que cette modification était un pas dans la bonne direction mais qu'elle ne prévoyait pas d'exemption totale pour les gains en capital comme aux États-Unis. M. Bruneau estime toutefois que cette initiative aidera les universités et les collèges à solliciter des dons.

L'aide financière aux étudiants

M. Bruneau a appuyé les nouvelles mesures budgétaires à l'intention des étudiants et de leurs parents. La plus importante de toutes est certainement la décision de prolonger de 18 à 30 mois la période pendant laquelle les étudiants aux revenus insuffisants pourront reporter le remboursement de leurs prêts. Le gouvernement fédéral paiera les intérêts pendant cette période prolongée. Combiné au délai habituel de six mois, offert à tous les étudiants, ce report donnera donc aux étudiants jusqu'à trois ans avant de commencer à rembourser leurs prêts.

Le budget propose également d'autres mesures pour aider les étudiants et leur famille :

Voir FONDATION... à la page 9

Martin Announces Changes to CPP

Some of CAUT's proposals to the CPP consultations are to be implemented: CPP to remain as a public pension plan, that it move towards becoming a partially-funded plan, that it expand its investment strategy, and that contribution rates be increased at a less aggressive pace.

Paul Martin, Finance Minister, has introduced proposals that significantly alter the Canada Pension Plan (CPP). In introducing the proposals on Feb. 14, just days prior to the release of his 1997 Federal Budget, Martin said that the proposed changes were made to ensure that the CPP is affordable to future generations and can be sustained in the face of an aging population, increasing longevity and the retirement of the baby boom generation.

Under the ptoposals, all retired CPP pensioners or anyone over 65 as of Dec. 31, 1997 will not be affected by the changes. The same will apply for anyone curtently receiving CPP disability benefits, survivor benefits, or combined benefits.

CAUT was pleased to note that several of its recommendations, outlined in its May 1996 brief to the CPP Consultations, were included in the proposed amendments. CAUT recommended that the CPP remain as a public pension plan, that it move towatds becoming a partially-funded plan, that it expand its investment strategy, and that contribution rates be increased at a less aggtessive pace than those originally proposed, to reach a maximum of approximately 10 per cent in 10 years time. These changes would ensure a socially secure and fairly compensated work force in the years to come. These recommendations were included in Martin's Feb. 14 proposals.

Currently, retirement pensions are based on the average of the last 3 years' yearly maximum pensionable earnings prior to the commencement of benefits. This will inctease to 5 years bringing the CPP more in line with most private pension plans. The change will be phased in over 2 years.

Benefits will continue fully indexed to inflation and the retirement ages remain unchanged. Howevet, the proposals include reductions in the maximum death benefit, tougher administration of disability benefits and new rules for determination of combined pensions.

The proposed changes will mean higher costs for academic staff and their employers over the next several years. In 1997, a university professor earning over $35,800 will pay $969.00 compared to $944.78 under the current rates. That small increase in cost will likely be offset by the reduction in Employment Insurance premiums during 1997, which drops by $19.76 for anyone earning ovet $39,000 per year. By the year 2003, the same professor will be paying $1,598.85 in CPP contributions (assuming no change in the exemption), or $646 more pet year — a cost which must be matched by the university employer. Howevet, following the release of the federal budget, Martin alluded to the fact that the government will consider furthet reductions in Employment Insutance tates or possibly a tax tate reduction in future years to offset the rises in CPP premiums. ■

Proposed Schedule for CPP Contributions*

Year	Employee & Employer Rates	Combined Rate	Increase Combined Rate
1997	3.00	6.0	0.15
1998	3.20	6.4	0.30
1999	3.50	7.0	0.65
2000	3.90	7.8	1.20
2001	4.30	8.6	1.75
2002	4.70	9.4	2.30
2003	4.95	9.9	2.55
2004	4.95	9.9	2.30
2005	4.95	9.9	2.05
2006	4.95	9.9	1.80

The year's basic exemption of $3,500, on which no contributions are paid, remains unchanged and will be frozen.

** All figures are percentages.*

Alternative Budget Sparks National Debate

For the past three years a coalition of labour and social action groups has proposed an alternative budget to that of the Liberals. The coalition thought it could only be credible if it worked on a complere budget with differing assumptions from the federal government. Otherwise, opposition to the government's project seems self-interested, fragmented and lacking a national vision.

The coalition also realized it would not have credibility unless ir addressed the debt issue, and it made its calculations on the assumption that it too could balance the budget by the year 2000.

This year the alternative budget received considerably more media attention than in the past, culminating in a major discussion on CBC TV.

Essentially the coalition argues that the most sensible economic policy is for the federal governmenr to launch a series of programs to encourage job creation so that there will be a greater numbet of Canadians paying taxes. The alternative budget would also be funded by reforms in the rax system and a reduction in interest rates over the medium term.

The alternative budget forsees a frontal attack on poverty by increasing tather than decreasing support for such social programs as income support, child welfare, a national drug plan and the like.

The plan also targets social investments. It rejects the concept of the Canada Health and Social Transfer (CHST), "... the policy values underlying it, and the cuts to social programs which motivate it."

In the area of higher education the alternative budger would introduce a post-secondary educarion fund and would restore and enhance the federal government's contribution to the financing of higher education. It would restore transfers to the provinces to their 1995/96 level of $2.1 billion and then index by the three-year moving avetage of GDP, which will be 4.3 per cenr for 1998/99.

A new Higher Education Act would define the federal government's role in this field and would require provinces to adhere to the principles of public education, accessibility, comprehensiveness and the transferability of credits. The act would not apply to Quebec, with which separate negotiations would take place, based on these principles.

An Advisory Council on PSE would also be established. The long terin goal would be to replace the Canada Student Loan Program with a National Grants Plan. In the meantime, a more limited and targetted grants program would be created along the lines suggested by the coalition of higher education groups in Ottawa for single parents and for needy first year students.

The funding for First Nations' education would be maintained and increased by 10 per cent in each of the next two years.

The Emergency Employment Investment Program would provide significant funding for research at post-secondary institutions and for infrastructure.

CAUT has given support to the coalition, particularly in the area of higher educarion. It does seem to be the only coherenr opposition in Ottawa, and the only organization generating ideas for a national debate.

The work on the alternative budget is coordinated between the Canadian Centre for Policy Alternatives in Ottawa and Choices: A Coalition for Social Justice in Manitoba. ■

The Canadian Centre for Policy Alternatives can be reached through its web site at www.policyalternatives.ca or by e-mail at ccpa@pohcy alternatives.ca or by fax at (613) 233 1458. Choices can be reached by fax at (204) 957 1508.

CAUT Welcomes Initiatives

FROM PAGE 5

also be allowed to transfer unused RESP income into their RRSP — provided there is contribution room — if their children do not pursue higher educarion. If there is not room, the RESP can be cashed out but with a penalty which was not announced in the budget.

A Road Map for the Future?

The finance minister opened the door to a long-term approach to student assistance by inviting further negotiations about the serious question of high student indebtedness. CAUT takes the position that student assistance still leaves too many students with financial problems during their period of study and leaves many with heavy debts after successful completion of their degrees. These have reached the level of $17,000 and will soon be ovet $20,000.

Tax changes, while significanr to middle income families, do not deal with students who pay no taxes because of their povetty, although the carry forward provisions may be helpful to some.

CAUT is part of a national coalition including the Association of Universities and Colleges of Canada, the student aid officers, and the national student organizations (Canadian Federarion of Students and Canadian Alliance of Student Associations) which has called on the government to consider a package of reforms to the student aid system including grants for single parents and needy studenrs as well as a concerted effort to ameliorate the indebtedness issue.

"In addition," said Dr. Bruneau, "future plans will have to address the need for funds for researchets themselves. Research facilities without researchers cannot be part of the government's plans." CAUT will continue to lobby for more funds, particularly for independent researchers, through the federal granting councils.

"We also think," he said, "that the government's plans for rhe future must provide assistance for the humanities and for the fine arts programs of universities and colleges which is noticeably absenr from this budget."

Industry Minister John Manley said at a press conference after Paul Martin's budget speech that he hoped the budgets of the granting councils could be addressed when the federal budget is balanced. Current projections indicate that will happen in 1998.

"A five-year plan is necessary," Dr. Bruneau said, "in order to offset the serious problems caused by the cuts to post-secondary education in the federal transfer payments to the provinces and in the budgets of the federal granting agencies." The cut in the Canada Health and Social Transfer payment amounts to $3.5 billion (cash) for 1996/97.

"A five-yeat plan also means," he said, "thar the government does not have to address every problem and solve every issue in one year, bur provides for an orderly solution to the problems of higher education in Canada over time." ■

Source: Budget 1997 — Building the Future for Canadians. Budget plan tabled in the House of Commons by the Honourable Paul Martin, Minister of Finance, Feb. 18, 1997.

CAUT CORDIALLY INVITES YOU TO ATTEND

Academic Freedom, Politics & the Future of the University

International Conference

May 2 & 3 1997 Westin Hotel • Ottawa • Canada

On September 1 of this year our Executive Director, Don Savage, will retire from active duty after more than e quarter-century's service to the CAUT. We are planning to honour Don with a special international conference and dinner.

CAUT Council will be given over to this dey long conference on May 2. The conference will eddress a series of topics, nemely:

- *Development of Academic Freedom*
- *First & Third World Contrasts*
- *Academic Freedom & Internationalization*
- *Human Rights & the Future of the University*

Papers on the topics will be presented by internationally known speakers including Michiel Horn, York University & Mery Bergan, AAUP, among others. Each speaking session will be followed by a participetory seminar animated by individuals well acquainted with acedemic freedom issues.

The conference will be followed by a celebratory dinner to honour the contributions of Don Sevage. The dinner will give tangible recognition to his contribution. The dinner will be held at the Chateau Leurier Hotel et a cost of $60.00 per person. We cordially invite you to attend the conference and dinner and hope that Don's friends will join us.

For registretion details or eddltlonel informetion please contect Ms. Nancy Gordon 613-820-2270; Emeil: ngordon@ceut.ce

CAUT

UNE INVITATION CORDIALE DE L'ACPPU

La liberté universitaire, la politique et l'avenir de l'université

Congrès international

2 et 3 mai 1997 Hôtel Westin • Ottawa • Canada

Le 1er septembre prochain, le directeur général, Don Savage, prendra sa retraite eprès plus d'un quart de siècle au service de l'ACPPU. Nous prévoyons rendre hommage à Don à l'occasion d'un congrés international extraordineire et d'un dîner.

Le Conseil de l'ACPPU se consacrera au congrès toute la journée du 2 mai. Le congrès portera notamment sur les sujets suivants :

- *L'essor de la liberté universitaire*
- *Les contrastes entre les pays industrialisés et le tiers-monde*
- *La liberté universitaire et l'internetionalisation*
- *Les droits de la personne et l'avenir de l'université*

Des conférenciers de réputation internationale, notamment Michiel Horn, de l'Université York, et Mary Bergan, de l'AAUP, présenteront des communications. Chaque séance sera suivie de discussions en groupe animées par des personnes bien au fait des dossiers de la liberté universitaire.

Après le congrès, un dîner en l'honneur de Don Savage sera offert pour reconnaître de manière tangible son apport au milieu universitaire. Le dîner aura lieu à l'hôtel Château Laurier au coût de 60,00 $ par personne. Nous vous convions cordialement au congrès et au dîner et nous espérons que les amis de Don se joindront à nous.

Prière de vous edresser à Mme Nancy Gordon pour l'inscription ou des renseignements supplémentaires, au (613) 820-2270; Courrier électronique : ngordon@ceut.ce

ACPPU

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Criteria for the Award

- Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Instructional Development Centre
Genural Sciences Bldg., Room 217
McMaster University
Hamilton, Ontario L8S 4K1
(905) 525-9140 ext. 24540

Nomination Deadline: May 16, 1997

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 1997

Mise en candidature

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

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- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage.
- un séjour au Château Montebello, toutes dépenses payées (3 jours).

Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels qun soient sa discipline et son poste.

Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle.
- Se dévouer à l'amélioration de l'enseignement universitaire dans se propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formuloire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 16 mai 1997

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* All rates effective as of March 7, 1997 and are subject to change.

La Fondation pour l'innovation

SUITE DE LA PAGE 6

• Le montant servant au calcul du crédit d'impôt pour études, qui était de 100 $ par mois, sera haussé immédiatement á 150 $ par mois, et á 200 $ par mois á compter de 1998. Ce crédit aide les étudiants á payer leurs frais de subsistance.

• Le crédit d'impôt pour frais de scolarité s'appliquera aux frais supplémentaires imposés par les universités pour assumer les coûts de l'enseignement. Cette mesure ne s'appliquera pas toutefois aux frais perçus par les associations étudiantes.

• La partie inutilisée de ces crédits pourra être reportée et appliquée aux revenus futurs des étudiants.

• Le plafond des cotisations annuelles á un régime enregistré d'épargne-études (REEE) sera doublé et sera porté á 4 000 $. Les parents pourront transférer les revenus de REEE non utilisés dans leur REER, á condition qu'ils aient des droits á cotisation non utilisés, si leurs enfants ne poursuivent pas d'études universitaires. Les particuliers qui n'ont pas de droits à cotisations inutilisés pourront recevoir leurs revenus directement, moyennant certains frais. (Cette pénalité n'a pas été annoncée dans le budget.)

Un plan d'avenir?

Le ministre des Finances a ouvert la voie à une approche á long terme de l'aide financiére aux étudiants en proposant la tenue d'autres négociations sur la grave question de l'endettement des étudiants. L'ACPPU estime que l'aide financière aux étudiants n'est pas suffisante car trop d'étudiants éprouvent des difficultés financiéres pendant leurs études ou sont lourdement endettés après avoir obtenu leur diplôme. L'endettement moyen s'élève à 17 000 $ et atteindra bientôt 20 000 $.

Les modification fiscales, bien qu'elles soient considérables pour la classe moyenne, ne touchent pas les étudiants ne payant pas d'impôt en raison de leur pauvreté. Toutefois, les dispositions prévoyant le report du remboursement des prêts d'études seront peut-être de quelque secours pour certains d'entre eux.

L'ACPPU est membre d'une coalition nationale comprenant l'Association des universités et collèges du Canada, des agents de l'aide financière aux étudiants et des associations nationales d'étudiants (la Fédération canadienne des étudiantes et étudiants et l'Alliance canadienne des associations étudiantes) qui a demandé au gouvernement de réfléchir á un train de réformes du régime de l'aide financiére, notamment des bourses pour les étudiants moins bien nantis et les chefs de famille monoparentale. La coalition a également revendiqué une action concertée pour améliorer l'endettement des étudiants.

«De plus, dans les projets futurs, il faudra répondre au besoin de nouveaux fonds pour les chercheurs car les installations de recherche sans chercheurs ne peuvent s'inscrire dans les projets du gouvernement», a ajouté M. Bruneau. L'ACPPU continuera d'exercer des pressions pour obtenir plus de fonds, en particulier pour les chercheurs indépendants, par l'intermédiaire des conseils subventionnaires fédéraux.

«Nous estimons que les projets d'avenir du gouvernement doivent comprendre une aide financière pour les programmes de sciences humaines er de beaux-arts des universités et des colléges, que le budget a complétement passé sous silence», a déclaré M. Bruneau.

Après le discours du budget de M. Martin, le ministre de l'Industrie, M. Manley, a déclaré en conférence de presse qu'il espérait que l'on s'attaque au budget des conseils subventionnaires lorsque le budget fédéral sera équilibré. On prévoit atteindre cet équilibre en 1998.

Selon M. Bruneau, un plan quinquennal est nécessaire pour compenser la réduction des paiements de transfert au titre de l'enseignement postsecondaire et des budgers des conseils fédéraux subventionnaires. Le Transfert canadien en matière de santé et de programmes sociaux a subi des compressions de 3,5 milliards de dollars en espéces en 1996-1997.

«Un plan quinquennal, a-t-il conclu, signifie que le gouvernement n'aura pas á s'attaquer à tous les problémes ni á les résoudre en un an. Il constituera toutefois une solution méthodique aux problèmes de l'enseignement supérieur au Canada pour les années á venir.» ■

Source : Budget 1997 — Bâtir l'avenir pour les Canadiens. Prévisions budgétaires déposées á la Chambre des communes par l'honorable Paul Martin, ministre des Finances, le 18 février 1997.

CAUT Tentatively Supports Retirement Income Lobby

Concern over the government's future plans for Canada's retirement income system has provoked a number of organizations to band together under the umbrella of the Retirement Income Coalition.

In early December, CAUT was approached to become a member of the Retirement Income Coalition (RIC). Charles Pielsticker of the Conference for Advanced Life Underwriters and Malcolm Hamilton, a principal with Mercer, have undertaken to organize a group of associations concerned over Canada's retirement income system.

Representatives from a number of different organizations met in Toronto Jan. 27 to discuss the establishment of RIC.

The focus of the RIC is to lobby the federal government over CPP, OAS, GIS, RPPs and RRSPs on behalf of all Canadians. The membership of RIC is diverse and represents a wide range of interests and concerns.

CAUT supported the RIC's letters to Finance Minister Paul Martin and Pierre Pettigrew, of Human Resource Development, asking for a meeting to discuss the government's future plans concerning reforms to Canadians' retirement incomes.

The associations which endorsed rhe letters to the two ministers include the Association of Canadian Pension Management, Canadian Bar Association, Credit Union Central of Canada, Canadian Dental Association, Canadian Association of Family Enterprises, CAUT, Canadian Chamber of Commerce, Canadian Federation of Independent Business, Canadian Institute of Chartered Accountants, Canadian Teachers Federation, Canadian Pensions and Benefits Institute, Conference for Advanced Life Underwriters, Financial Executives Institute, Investment Funds Institute of Canada, One Voice, Retirement Savings Alliance and the Superannuated Teachers of Ontario.

John Gorman of Association House in Ottawa is responsible for coordinating the RIC's lobbying activities.

To date CAUT is only a signatory to the letters and awaits further news from RIC abour the proposed meeting with Martin and Pettigrew. It remains to be seen whether the Coalition can move beyond concern about the lack of an overall federal strategy to ensure that Canadians have adequate retirement income to specific suggestions. ■

Minister Unveils New Youth Employment Strategy

FROM PAGE 1

cess to work-related information and resources, realistic student business loans and specific internships for First Nations and Inuit students on reserves and in northern communities. In such a way, the federal government, in partnership with the private sector, nonprofit organizations and community agencies, hopes to provide work experience opportunities for over 110,000 young Canadians.

Although Pettigrew's plan appears to be a propitious opportunity for Canada's young people, many student groups, including the Canadian Federation of Students (CFS), the National Educational Association of Disabled Students (NEADS) and the youth affairs division of the Assembly of First Nations, have all voiced concern over the federal plan's limited funding and inherent inequities. "There's a big difference between the goal of the government's strategy, job creation, and what they're actually putting into place. Training and transition are essential, but they don't amount to much if there is no plan to kick-start our stagnant economy. The labour market is flooded with people who are already well-trained and eager to work," cautions Brad Lavigne, National Chairperson of CFS.

Pointing to the underfunding of the student employment program, Denise Doherty-Delorme, a researcher with CFS, argues that under the 1985 Conservative government, 94,115 student positions and $149.3 million a year in funding were allocated to summer youth employment. In the new federal youth plan, however, these figures have been drastically cut, with only 45,000 student positions to be made available and a budget of $120 million to be distributed over a period of two years. Clearly, in an economic climate where the youth unemployment rate has remained nearly twice the national average and where 247,000 students search for work each summer, this underfunding raises questions about the future employment of young Canadians.

The First Nations and Inuit initiatives mentioned in Pettigrew's plan are of little comfort to Assembly of First Nations youth spokesperson, Christian Garrow. He states that the youth employment strategy is directed, as were its predecessors, towards non-Aboriginal students. And in response to internships for Aboriginal youth on reserves and in northern communities, Garrow replies, "the federal plan certainly won't help at a community level."

Expressing similar concerns on behalf of Canadian disabled students is Frank Smith, spokesperson for the National Educational Association of Disabled Students, "It is our hope that the new youth employment strategy will assist post-secondary students, but it remains to be seen that it will be of help to our members." Smith notes that disabled students as a group have consistently held the lowest employment percentages among students. There is little to indicate in the new youth plan that these figures will change for the better.

Pettigrew's youth plan has naturally drawn the interest of the federal political parties, namely the Reform Party and the NDP.

Ian McClelland, Reform Party parliamentary critic for Human Resources Development and MP for Edmonton Southwest, points out that existing government expenditures on summer employment and youth internships have had little effect on youth unemployment rates. With this in mind, McClelland argues, "The government is prepared to spend $255 million of taxpayers' money in a vote-getting strategy which subsidizes business, and does little to assist youth in the longer term."

Taking a similar stance is NDP Leader Alexa McDonough, who calls the Liberal efforts 'misdirected and cynical.' She adds, "After shunting young people to the side for three years, the sudden pre-election fanfare for this rehashed, confused program shows the Liberal MPs are more interested in keeping their own jobs than opening up jobs for young Canadians."

In the concluding remarks of his speech, Pettigrew declares, "I firmly believe this is a wonderful time to be young." In light of the mixed reviews his federal Youth Employment Strategy plan has received, only the passing of another summer will tell. ■

(Tahirah Shadforth is a research consultant in Ottawa.)

Censured Administrations in the United States

AAUP

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 Fourteenth St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
UNIVERSITY OF THE OZARKS *ARKANSAS* *Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.*	December 1963(352-59)	1964
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
MARQUETTE UNIVERSITY *WISCONSIN*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM *CALIFORNIA*	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY *INDIANA*	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE *FLORIDA*	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
WESLEY COLLEGE *DELAWARE*	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY *NEW JERSEY*	May-June 1995(51-56)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
UNIVERSITY OF SOUTHERN CALIFORNIA	November-December 1995(40-51)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996

The Mary Warner Case Continues

In May-July 1993 a board of inquiry of the Ontario Human Rights Commission had completed 23 days of hearings when Brock University's lawyers challenged the impartiality of the chair. A ruling was sought under the Judicial Review Procedure Act to prevent the commission from appointing a new board of inquiry and to halt the proceedings due to long delays. The Divisional Court refused Brock's request. The university sought leave to appeal this decision, and leave was denied in June 1996.

In its ruling the Divisional Court stated that Brock was entitled to make submissions to the proper party within the human rights system about whether or not the case ought to be reassigned to a new adjudicator. The court did not specify the proper patty. Under the legislation in effect when the complaint began, the party empowered to reassign was the Commission. Under the legislation today, the proper party is the chair of the board of inquiry. A case subsequent to Mrs. Warner's held that the power to reassign cases begun under the old law now rested with the chair, not the Commission.

A conference call with the chair was held in the fall of 1996, at which time the parties learned for the first time that the chair did not believe his office was empowered to hear Brock's submissions. Discussions continued through November before it became absolutely clear that neither the chair not the Commission would hear Brock's submissions. A further judicial review has been instituted, to begin June 11, to determine which is the proper party to hear Brock. This will probably be another protracted and costly proceeding since Brock proposes to argue the full matter of delay once again.

Although Mrs. Warner believes that the court intended the chait of the board of inquiry, not the Commission, to hear Brock's submissions, she would be content were either to do so. (All she wants now, and all she has ever wanted, is a prompt and fair judgement of her case on its merits.) Once again, through no fault of her own, Mrs. Warner's wish has been cruelly frustrated.

Barring something unforeseen, a new president will take office at Brock University on July 1, 1997. Perhaps he'll have the decency (and good sense!) to settle this matter and stanch the flow of scarce education dollars to the university's Totonto lawyers. ■

Any financial assistance that CAUT members can send will be gratefully received. Mrs. Warner's costs in this case are staggering. Please forward donations to The Mary Warner Fund, c/o Professor Murray Miles, Department of Philosophy, Brock University, St. Carharines, Ontario L2S 3A1. Such support has always lifted Mrs. Warner's spirits. Thank you.

For more information and regular updates on the laresr developments in the Mary Warner Case, visit the Mary Warner home page: http://spartan.ac.brocku.ca/~mmiles/mwarner.htm

Background: CAUT *Bulletin* reports, June 1987, February 1989, June 1992, February 1995, June 1996, September 1996.

La recherche en collaboration bénéficie à tous

Les efforts concertés entre les universités canadiennes et Agriculture et Agroalimentaire Canada ont débouché sur des découvertes importantes en sciences agricoles.

Le Dr Brian Morrissey supervise le réseau ministériel de 18 centres de recherches d'un bout à l'autre du Canada. Il fait remarquer que l'emplacement des laboratoires des centres de recherches dans les campus universitaires, tel le Centre de Sainte-Foy à l'Université Laval, permet de concentrer l'expertise scientifique.

Les universités, dit-il, attirent d'autres organismes privés ou publics à cause du dynamisme de la communauté universitaire. L'Université de la Saskatchewan en est un bel exemple puisqu'elle a permis à la ville de Saskatoon de jouer un tôle majeur dans l'industrie de la biotechnologie agroalimentaire.

Les scientifiques de la Direction générale travaillent également comme professeurs adjoints dans plusieurs universités. Selon le Dr Morrissey, cela aide à favoriser les échanges sur le plan scientifique et offre aux étudiants une dimension autre qui est celle de l'expérience.

Cependant, la recherche en collaboration est l'aspect le plus important de la relation d'échange entre les universités et la Direction générale. À titre d'exemple, une étude, à laquelle participent les universités d'Alberta, Guelph, Lethbridge et Saskatchewan, est actuellement en cours sur la tendreté de la viande au Centre de recherches de Lacombe. ■

Collaborative R&D Benefits Everyone

Cooperation beween the academic community and Agriculture Canada's Research Branch proves that collaboration works. Scientists are exposed to fresh new ideas, and students gain a broader range of experience.

TO GET THE MOST OUT OF research these days, it makes sense to combine the best talent from top sources. The cooperative efforts between Canada's academic community and Agriculture and Agri-Food Canada's Research Branch are a clear illustration of this principle.

Dr. Brian Morrissey is head of the Research Branch, an R&D network of 18 research centres across Canada. He sees the alliance between the branch and the university community as a gestalt structure, where the whole is greater than the sum of its parts.

"There are many areas where we share mutual research objectives," he says.

"If we can concentrate the best available expertise to focus on specific issues, then we vastly improve the odds of making significant and scientific advancements."

It is this concentration of expertise that Dr. Morrissey feels is essential to the success of the scientific community. The co-location of branch laboratories on university campuses is one means of achieving this goal.

Says Dr. Morrissey, "Our research centre in Saskatoon is on the campus of the University of Saskatchewan, and our centre in Sainte-Foy is on site at Laval University.

"Our Cereal Research Centre in Winnipeg benefits from its location on the campus of the University of Manitoba, and it's no accident that a group of our researchers will soon be moving onto campus at Guelph, as well."

The key, says Dr. Morrissey, is that the universities offer excellent collaborative research opportunities because they are natural magnets for the 'clustering' of a host of research-oriented institutions.

"The dynamic of the academic world makes it an attractive choice for organizations that view research as a cooperative effort.

"The University of Saskatchewan is one example that comes to mind, where you can find a mix of private and public enterprises participating in the exchange of ideas.

"The result is that Saskatoon is now one of the major players in the agri-food biotech industry," notes Dr. Morrissey.

The Research Branch's common interest with universities is expressed in other ways, as well. For instance, many of the branch's scientists are adjunct professors at nearby faculties.

Says Brian Morrissey, "just about all of our research centres have staff scientists with a university connection.

"We believe the benefits of these arrangements accrue to both parties, because they foster a healthy trade in alternative scientific perspectives."

Moreover, branch scientists often work closely with students, which provides additional mutual value.

"Our scientists are exposed to fresh new ideas, and students gain a broader range of experience, which helps them to become better scientists," suggests Dr. Morrissey.

But he says the true value of the relationship between universities and the Research Branch takes place at the bench.

"Our long-standing association with institutes of higher learning bears its greatest fruit through collaborative research projects."

An example of a cooperative research project is currently under way at the Lacombe Research Centre, the branch's centre for meat research. Scientists there are coordinating a study probing the factors that contribute to beef tenderness.

The extensive project includes an evaluation of a probe to detect connective tissue, a study of post-mortem technologies and a genetics study focusing on micro-satellite markers.

Key players in the tenderness study include faculty from the universities of Alberta, Lethbridge, Saskatchewan and Guelph.

Other examples of collaborative research between universities and the Research Branch can be found in branch centres across the country. For instance, a joint effort by the University of Guelph and the Greenhouse and Processing Crops Research Centre in Harrow, Ontario, has resulted in the discovery of genes for root-rot resistance in soybeans.

The Eastern Cereal and Oilseed Research Centre in Ottawa conducts crop research in consort with Guelph, Carleton, Ottawa, Queen's and McGill universities.

The Brandon Research Centre frequently works with the universities of Saskatchewan and Manitoba on crop and animal studies. The St-John's Research Centre is working with the University of New Brunswick and the Newfoundland government on an integrated pest management project to control the lingonberry fruitworm.

Says Dr. Morrissey, "we've enjoyed some striking successes together, and I would like to see this trend continue." ■

Community Research & Information Crossroads

Dutch Secret Weapon to be Model for Canada

BY MARCEL LAUZIÈRE

IN MARCH 1995, A PIECE IN the *Chronicle of Higher Education* caught the Federation's attention. It described the Dutch Science Shops project.

The author of the article, Richard Sclove wrote: "a group of universities has devised a secret weapon to stimulate student learning and at the same time address urgent social problems ... The Shops conduct, coordinate and summarize research on social and technological issues in response to specific questions and concerns posed by community groups, public-interest organizations, local governments and workers."

In conclusion, he suggested that a similar initiative would work well in the U.S.

We at the Federation agreed with Sclove's conclusion and decided that this was a model worth exploring for Canada. We were particularly intrigued given our concerns about the absence of mechanisms in Canadian universities to encourage and support the transfer and sharing of knowledge in the social sciences and humanities.

A funding proposal to investigate in more detail the Dutch shops was submitted to SSHRC and a presidential grant was awarded. The Federation approached Patricia Roman, a Montreal consultant who was herself interested in the issue, and Barbara Warme, an Amsterdam based academic, to work with us.

Two background reports were prepared. One details how the Shops function in the Netherlands. It was drafted through site visits and interviews with administrators, faculty, students and client groups. The other report describes the Canadian experience by providing details on initiatives in more than fifteen Canadian universities. This report showed that while there were no Canadian initiatives combining all of the attributes of the Dutch shops, a number of innovative programs do exist to connect community needs with university resources. These programs could eventually seed development of what the Federation has chosen to call *Community Research and Information Crossroads (CRIC).*

The Federation's final report was released in January 1997 and calls for the creation of some 25 Community Research and Information Crossroads in universities across Canada. The CRICs would be linked together to facilitate communication and the sharing of best practices.

On the university front, students would gain hands-on work experience, faculty would be better supported in their efforts towards community based and collaborative research, and universities as a whole would gain from the heightened visibility in their communities and regions. The Federation is acutely aware that in these times of increased competition for public support and funding, universities need to identify means of showing concretely their value to their communities. There is particular urgency in the humanities and social sciences.

As for communities, the report stresses that they would profit from having ready access to new resources by tapping local university expertise to help them address problems and issues with which they are struggling.

If CRICs existed today, a variety of organisations working in communities and regions could request help to:

- identify the changing needs of the elderly in a given community;
- prepare didactic material for use by literacy groups;
- research the possible impact of a given new regulation on drug use in the schoolyard;
- develop a communications plan to assist an organisation fundraise to open a home for battered women;
- research and write the institutional history of a particular community-based organization for its centenary;
- develop and undertake a survey of patrons for a local theatre group.

The Federation has received numerous letters of support from universities across Canada, both at the administrative level where there is a sense that the CRICs could enhance the visibility of the universities in the community, and at the faculty level from those already involved in community based and collaborative research.

A number of national organizations such as CAUT, the Association of Universities and Colleges of Canada, the Canadian Federation of Students, the Canadian Consortium for Research, the Ontario Council of Graduate Studies, the Canadian Community Care Association, the Canadian Research Institute for the Advancement of Women, the Canadian Consumer's Association, etc. have come out in support of this initiative. There have been signs also of interesr on the part of municipalities.

The Federation is urging the federal government to fund the creation of 25 CRICs to a tune of 15 million dollars over five years. Funding should come from the new multi-million dollar Research Infrastructure Programme announced in the February 18 budget.

The reasons for setting up CRICs across the country are so compelling and the support for the concept so far-reaching that I dare to be optimistic about our chances of convincing the federal government to fund a national program. ■

(Marcel Lauzière is Executive Director of the Humanities and Social Sciences Federation of Canada.)

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ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for a tenure-track position in Finance effective July 1, 1997. Application deadline is May 1, 1997. We are seeking individuals with backgrounds in finance or financial economics. Salary will depend on qualifications. Duties include research and teaching at undergraduate and graduate level. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. Howard Armitage, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

AGRICULTURE & FOOD SCIENCE

UNIVERSITY OF MANITOBA — The Department of Soil Science, Faculty of Agriculture and Food Sciences, University of Manitoba invites applications for a full-time tenure track position in land science at the rank of assistant professor. The position, subject to final budgetary approval, will commence July 1, 1997 or as soon as possible thereafter. A PhD degree in land science with specialization in pesticide chemistry and an understanding of the influence or dynamics of agricultural pesticides on the biological and ecological processes in agricultural and surrounding ecosystems is required. Other requirements include a basic knowledge of: agriculture; soil science and/or agronomy; reactions of agrochemicals at the soil-water and soil-air interfaces; analytical and instrumental analyses; sampling techniques. Post-doctoral experience is preferable but not required. The successful candidate will be required to: (1) teach undergraduate and graduate courses, (2) develop an active research program in his/her area of specialization and (3) supervise postgraduate students. The candidate will also be expected to participate in outreach and service. The Faculty of Agricultural and Food Sciences encourages staff to initiate and/or participate in interdisciplinary research and teaching. Salary will be commensurate with qualifications and experience; the salary range for the assistant professor level is currently $40,858.00 - $62,509.00 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Send applications with a detailed curriculum vitae including a summary of present and future research interests, academic transcripts, and names of three referees by April 30, 1997 to: Dr. G.J. Racz, Department of Soil Science, Faculty of Agricultural and Food Sciences, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.

ANAESTHESIA

UNIVERSITY OF ALBERTA — Department of Anaesthesia. Three vacancies exist for Geographic full-time Anaesthetists (GFT) interested in pursuing a career in academic anaesthesia. Openings exist in subspecialty disciplines (Pediatric, Cardiac, Neuro Anaesthesia), Chronic Pain, Trauma and Obstetric Anaesthesia. To be eligible for consideration, candidates must qualify for licensure in the province of Alberta and must be certified by the Royal College of Physicians and Surgeons of Canada. Special consideration will be given to candidates with subspecialty training or extensive clinical experience in the areas mentioned above. The University appointment would be at the Assistant/Associate Professor level and the successful applicant(s) would dedicate about 50% of their time to clinical work and the remaining 50% between teaching, research and administration. Remuneration for GFTs would be in accordance with the usual recommendation for Assistant/Associate Professors at the University of Alberta. (Salary range: Assistant Professor $39,230 - 55,526; Associate Professor $48,736 - 69,664), plus competitive fee-for-service income generated from 50% clinical practice. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The deadline for applications is June 30, 1997. Interested individuals are invited to send a curriculum vitae, including the names of three references, to: Dr. BT Finucane, Chair, Department of Anaesthesia, Room 3B2.32 Walter C. Mackenzie Health Sciences Centre, 8440 112th Street Edmonton, Alberta, T6G 2B7 Telephone. (403) 492-8887 Fax: (403) 492-9610 Email: bfinucan@gpu.srv.ualberta.ca The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANATOMY & CELL BIOLOGY

UNIVERSITY OF SASKATCHEWAN — The Department of Anatomy and Cell Biology, College of Medicine, University of Saskatchewan invites applications for a term appointment from July 1, 1997 to June 30, 1998 at the rank of Assistant Professor. Teaching experience in a minimum of two of the following areas is mandatory: embryology, gross anatomy, histology, and neuroanatomy. Candidates with an interest in the design and implementation of computer-assisted learning in clinical gross anatomy are encouraged to apply. This is principally a teaching position; however, there will also be a limited opportunity to engage in research or other scholarly activities. Areas of research in the Department include cell, molecular, and developmental biology, kinesiology; and neurobiology. An application, curriculum vitae, names of three referees, and statement of previous teaching experience should be submitted by April 30, 1997 to: Dr. G.D. Burkholder, Department of Anatomy and Cell Biology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5 Canada. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

ANTHROPOLOGY

ST. THOMAS UNIVERSITY — The Department of Anthropology at St. Thomas University invites applications for a ten-month, limited-term position at the assistant professor level for the 1997-1998 academic year. St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The primary field of study should be in socio-cultural anthropology. The successful candidate should be able to teach general anthropology, area ethnography other than North or South America, and courses which complement the existing interests of the faculty. Other responsibilities include honours thesis supervision, and research and administrative duties. A PhD, or imminent completion, is required. Applicants should submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Prof. Paul Morrisy, Chair, Department of Anthropology, St. Thomas University, Fredericton, N.B. E3B 5G3 Closing date: March 31, 1997 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

ART

ACADIA UNIVERSITY — The Department of Art at Acadia University invites applications for a nine-month Contractually Limited Replacement appointment, Position #10102R, at the lecturer level, or the Assistant Professor level up to Grid Step 4, commencing on September 1, 1997. A Candidate with a Masters of Fine Arts degree or its equivalent is preferred. However, other qualified candidates will be considered. The ideal candidate should have teaching experience at the post-secondary level and a commitment to teaching excellence. The successful candidate will be responsible for teaching courses in Introduction to Art History (Prehistoric to Present); Studio Art, and Painting. Applicants should submit a letter of application, a Curriculum Vitae and arrange for three letters of recommendation to be forwarded to: Wayne Staples, Head, Department of Art, Acadia University, Wolfville, Nova Scotia B0P 1X0. Applications will be considered until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position or to fill the position at a level different from the advertised level or term.

QUEEN'S UNIVERSITY — The Department of Art, Queen's University, invites applications for two tenure-track positions as artists at the rank of Assistant Professor, subject to budgetary approval. Salary will reflect qualifications and experience. The Department of Art offers a BFA in studio arts; a BA, MA and PhD in art history; and an MAC in art conservation. The study of art is enhanced by a well equipped visual resources unit, a large art library, the Agnes Etherington Art Centre, and the student-run Union Gallery. The following positions are intended to support the departmental goal of increasing the interactions among all three academic programs. The successful candidate for each position will teach in a four-year interdisciplinary studio program and bring to it a strong intellectual commitment to and a good knowledge of recent critical and cultural theory, as well as of historical issues. Post-secondary teaching experience and an MFA or equivalent, in addition to a recognized studio practice and exhibition record, are required. An ability to teach foundation-level drawing is also necessary. The capacity to undertake administrative duties is desired. Interdisciplinary Artist - Painting. Candidates should demonstrate strength in painting and multimedia approaches to image making, including photographically produced imagery and electronic media. A pluralistic approach to contemporary art and its instruction is required. Installation Artist - Three-Dimensional Design. Candidates should demonstrate an ability to explore exchanges between media at all levels, and an ability to teach a broad range of traditional three-dimensional approaches. A pluralistic approach to contemporary art — including such practices as printmaking, installation, video production, photographic techniques and computer-based imaging — is required. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application, curriculum vitae, other appropriate materials (e.g. slides of recent work and/or examples of published scholarship) and names of three referees should be received by May 15, 1997, by Professor David McTavish, Head, Department of Art, Queen's University, Kingston, Ontario, K7L 3N6.

ART & DESIGN

UNIVERSITY OF ALBERTA — Department of Art & Design, Industrial Design. The Department of Art and Design is in the process of an extensive development of its undergraduate and graduate design degrees (B.Des and M.Des). Its aim is to ensure for faculty, graduate and undergraduate students studying design, the most challenging intellectual environment, rigorous research aimed at extending the frontiers of design thinking and applications and teaching of the very highest standards. The Department of Art and Design therefore invites applications at the junior assistant professor level (salary range $39,230 - $55,526) for a tenure-track position in industrial design. We hope to appoint in July, 1997. This position will be in the area of product development and systems design with a special emphasis on user-centered approaches. Qualifications: Applicants should preferably have their first degree industrial design (those with a BSc in industrial design will be particularly welcome), and a post graduate degree (PhD or Master's) in either engineering, computing science, architecture or industrial design. The successful applicant will be expected, both at the undergraduate and graduate level, to teach in and develop the curriculum area of product development and systems design, where the emphasis will be on product use and the user. The successful candidate will be one who is able to develop the teaching of this area within a CAD environment and therefore must have experience in computer- aided design with a well developed knowledge and experience of current software applications as they relate to product development and systems design, imaging, and visualization. Contributions to the teaching of design fundamentals will also be expected. The successful candidate will have a strong record of research, together with scholarly publications or proven product development or systems design experience. Those with research interest that link design to to other disciplines, whether in the social sciences (psychology or sociology) or in ergonomics, engineering, computing science or business will be particularly wel-

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THE UNIVERSITY OF BRITISH COLUMBIA ENDOWED CHAIR IN CHINESE RESEARCH

The Institute of Asian Research announces an endowed position in Chinese Research. Priority will be given to candidates with disciplinary research interests in one or more of the following areas: the social sciences (particularly geography, economics, anthropology and sociology) or professional studies (commerce, education and law). For an initial period, research will focus on aspects of economic, social and cultural experience in Taiwan over the last 40 years. Applications are invited from both within UBC and outside. Appointments within UBC will be for a maximum of five years. For appointments from outside UBC, they shall be at the assistant professor level, but under exceptional circumstances consideration may be given to appointment at the associate or full professor rank. Appointments will be normally tenure track and will require regular teaching in academic cross-appointment departments along with research appointments and administrative responsibilities in the Institute of Asian Research and its constituent Centre for Chinese Research.

Candidates should have a PhD, demonstrated outstanding teaching talent, disciplinary and area studies research achievement or promise relating to China and or Taiwan and the ability to conduct research in Chinese language.

Inquiries and applications, including names and addresses of three referees, curriculum vitae, sample research materials and a summary of current and future research interests should be sent by **May 30, 1997** to Dr. Terry G. McGee, Director, Institute of Asian Research. UBC hires on the basis of merit and welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Institute of Asian Research,
The University of British Columbia
C.K. Choi Building
1855 West Mall,
Vancouver, BC V6T 1Z2

Tel: (604) 822-4688 Fax: (604) 822-5207

DALHOUSIE UNIVERSITY
Assistant Professor of Strategic Management

The Faculty of Management invites applications for a tenure-track position in Strategic Management at the rank of Assistant Professor. Primary focus desired is strategy formulation and implementation, but research and teaching interests in entrepreneurship, family business or corporate strategy would be an asset. PhD in Strategic Management and evidence of teaching effectiveness and research potential are required. The appointment involves teaching at the undergraduate and graduate levels. Position available July 1, 1997. Salary: Competitive. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racially visible people and persons with disabilities. Applicants should send a c.v., names of three references, and a sample of research work to **Dr. Robert Blunden, School of Business, Faculty of Management, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 3J5, Canada.**

SEARCH RE-OPENED

Simon Fraser University
Assistant Professor — Health Scientist

The School of Kinesiology at Simon Fraser University seeks an outstanding junior scientist to fill a tenure-track position at the level of Assistant Professor. The successful candidate will be expected to establish an independent, externally funded research program and teach undergraduate and graduate courses in his/her area of specialization. Areas of research focus and teaching expertise are: prevention and/or rehabilitation of disorders of major societal concern, such as cardiovascular disease, stroke, degenerative disorders of the nervous system, diabetes or musculoskeletal disorders.

Simon Fraser University, located on top of Burnaby Mountain in Greater Vancouver, is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The School of Kinesiology has the mission to study human structure and function and their relation to health and movement. Its 20 faculty members and 5 laboratory instructors cover a wide range of disciplines and teach approximately 500 students enrolled in the B.Sc. program in Kinesiology and 50 graduate students enrolled in M.Sc. or Ph.D. programs.

The intended start date is September 1, 1997. Priority will be given to applications received by **1 April 1997**, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, along with the name, address and telephone of three references, to:

J.A. Hoffer, Ph.D., Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All appointments are subject to budgetary authorization.

ANNONCES CLASSÉES

come. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens cannot be found, other individuals will be considered. Applications, including a CV and three letters of reference, evidence of teaching effectiveness, copies of recent publications or evidence of product and or systems design experience to be sent by March 31, to : Dr. Desmond Rochfort, Professor and Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. For more information contact Dr. Rochfort at Tel (403)492-4583 Fax (403)492-7870 email: drochfort@gpu.srv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from qualified women and men, including Aborginal peoples, persons with disabilities, and members of visible minorities.

ART THERAPY

CONCORDIA UNIVERSITY — Department of Art Education/Art Therapy is seeking applications for a full-time tenure track position Associate or Assistant professor level for teaching in the Graduate Programs in Arts Therapies. Subject to budgetary approval the appointment will commence August 15, 1997. The appointee will be required to teach M.A. level courses, and assist in administrative duties. The successful candidate should have at least several years university teaching experience in art therapy and/or related fields including: dance movement therapy, music therapy, and drama therapy or counselling. The candidate must hold registration as an A.T.R. and additional registration or experience in other disciplines. The incumbent must have substantial clinical supervisory experience working in psychiatric and educational settings with adults, adolescents, children and families. The candidate should show evidence of exhibitions/performances, publications, conference presentations, and research. Preference will be given to bilingual candidates. The applicant should have a psycho-dynamic theoretical orientation and should have experience in program development. All letters of application must be accompanied by a complete curriculum vitae and the names of three referees. Please send your application to Dean Christopher Jackson, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8 by April 1, 1997. Tel: (514) 848-4602, Fax: (514) 848-4599. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ARTS VISUELS

UNIVERSITÉ LAVAL — École des arts visuels. Professeur, professeure en arts visuels, spécialisé en communication graphique. Description du poste: enseignement de base au premier cycle dans les domaines du design graphique, de la communication visuelle et de l'infographie. Enseignement et encadrement de projets de recherche/création au deuxième cycle. Recherche en application des technologies de l'informatique au domaine du design graphique et de la communication visuelle. Participation à la gestion de l'École des arts visuels. Exigences: doctorat dans un domaine approprié. Maîtrise en design graphique. En l'absence d'un diplôme de doctorat le candidat ou la candidate doit répondre aux critères d'équivalence de doctorat établis à l'École des arts visuels. Publication de travaux en design graphique ou de travaux de recherche en communication visuelle ou en infographie. Compétences pour l'enseignement pratique et théorique. La maîtrise du français parlé et écrit est indispensable. Date d'entrée en fonction: 1er août 1997. Date limite de réception des candidatures: le 1er avril 1997. Faire parvenir votre candidature au directeur de l'école: André Theberge, École des arts visuels, Édifice La Fabrique, Cité universitaire (Québec) G1K 7P4. Téléphone: (418) 656-3681, Télécopie: (418) 656-7678. Courrier électronique: Andre.Theberge@arv.ulaval.ca. En vertu de son programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA — Lipid and Lipoprotein Research Group The successful applicant will be experienced in culture of primary neurons as well as lipid and lipoprotein biochemistry. Qualifications for the position include a PhD degree in Biochemistry or a related field and at least three years of postdoctoral research training. It will be a two year appointment which will commence on July 1, 1997 at a salary of $32,000 - $37,000 per annum, depending on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please apply to Dr. Jean E. Vance, Lipid and Lipoprotein Research Group, 315 MMRC, University of Alberta, Edmonton, AB T6G 2S2 before April 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MCMASTER UNIVERSITY — A Research Associate in the Biochemistry Department, McMaster University is required to work on projects in computational biophysics with experience in computations of biomolecular structures particularly calcium channel drugs, opioid peptides and their interactions with receptors. The position involves sophisticated computation of biomolecular structures; designing appropriate structural models; creating suitable software to produce structural models. PhD level training would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. This position is 30 hrs/wk based on $34,326/annum. Please submit a resume and a list of 3 referees by March 31/97 to Human Resources, Room 215, Health Sciences Centre, McMaster University, Hamilton, ON L8N 3Z5, Canada.

BIOETHICS

DIRECTEUR/DIRECTRICE GÉNÉRAL — CNBHR. Le Conseil national de la bioéthique en recherche chez les sujets humains (CNBRH) interprète et présente des lignes directrices en matière d'éthique dans la recherche chez les sujets humains, conseille et consulte les comités d'éthique pour la recherche (CER), favorise l'éducation et le dialogue avec les chercheurs professionnels et avec le public sur des aspects de ladite recherche touchant à l'éthique, et travaille avec d'autres organismes connexes. Le directeur ou la directrice, qui relève du président, coordonne les activités du bureau du Conseil, ce qui comprend la supervision du personnel et la gestion du budget de fonctionnement; apporte son soutien dans la formulation des politiques; coordonne les réunions du Conseil et de ses comités, les visites sur place et les ateliers organisés; assure la liaison avec le Comité de coordination (CRM, CRSNG, CRSH, SC et CRMCC); et est l'éditeur des publications du Conseil. Les candidat(e)s doivent être familiers avec les questions d'éthique posées par la recherche chez les sujets humains, et doivent posséder une expérience de l'administration professionnelle ou universitaire. Ils (elles) savent faire preuve de leadership et sont capables de collaborer avec le milieu de la recherche. Pouvoir travailler dans les deux langues est un atout. Le directeur ou la directrice général(e) travaille à Ottawa. Les lettres de candidature, accompagnées d'un curriculum vitae et des noms de trois personnes pour références, devront parvenir à l'adresse suivante avant le 30 avril : Dr Henry Dinsdale, Président, 774, promenade Echo, Ottawa (Ontario) K1S 5N8; Téléphone : (613) 730-6225; Télécopieur : (613) 730-8251.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — A three-year postdoctoral Research Associate position in the Department of Biological Sciences, University of Alberta, is available beginning May 1, 1997 for a person who has had experience with transgenic mice, as well as genetic and molecular manipulations of the yeast Saccharomyces cerevisiae. Experience with basic genetic crossing and micromanipulation, as well as plasmid cloning, are essential. Individuals with experience in the filed of gynecology, such as laparoscopic methodology, would be given priority. The beginning annual salary for this position is $25,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The contact is Dr. R.C. von Borstel, Department of Biological Sciences, University of Alberta, Edmonton, Alberta T6G 2E9. Deadline for applications is April 15, 1997.The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOLOGY

SIMON FRASER UNIVERSITY — Molecular Biology Applicants are sought for a tenure track position at the rank of Assistant Professor. Applicants will be expected to establish a program of original research and graduate education. Teaching duties will include undergraduate courses in molecular biology, cell biology, and/or genetics and graduate teaching in the applicant's area of expertise. Excellent laboratory space and facilities in a new building will be provided. A Ph.D. and relevant postdoctoral experience is required. Applicants should send a CV, a concise statement of research plans, up to five reprints, and the names and addresses of three referees to: Molecular Biology Search Committee, Institute of Molecular Biology and Biochemistry (IMBB), Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, Canada. Applications submitted for the Genetics position, Dept. of Biological Sciences, will also be considered for this position - no need to reapply. Review of applications will commence immediately and continue until the position is filled. All positions are subject to budgetary authorization. In accordance with Canadian Immigration requirements, this ad is directed to citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

UNIVERSITY OF SASKATCHEWAN — Department of Biology, Assistant Professor. Applications are invited for a three-year term position at the Assistant Professor level in the area of population biology. Candidates should have a PhD and teaching experience. Teaching duties may include participation in introductory biology, population biology and the honours field course. The position will be available July 1, 1997; the closing date for applications is April 15, 1997. Applicants should submit a letter of application, curriculum vitae and the names, addresses and telephone, fax or E-mail numbers of at least three referees, and a brief description of research interests and teaching capabilities to: Dr. L.C. Fowle, Department of Biology, University of Saskatchewan, Saskatoon, SK S7N 5E2; Telephone: (306) 966-4400; Fax: (306) 966-4461; E-mail: Larry.Fowle@usask.ca. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Université d'Ottawa

PROFESSEUR(E)S FACULTÉ D'ADMINISTRATION

La Faculté d'administration de l'Université d'Ottawa recherche des professeur(e)s pour les postes suivants :

- **Trois postes à temps plein menant à la permanence en Comptabilité pour faire de la recherche et enseigner au niveau des premier et deuxième cycles. Un poste pour l'enseignement en français, le deuxième poste pour l'enseignement en anglais et le troisième poste pour l'enseignement dans les deux langues officielles. Qualifications requises: PhD (obtenu ou presque complété) et affiliation professionnelle (CA, CGA et CMA); expérience en enseignement et en recherche souhaitable.**
- **Un poste à temps plein menant à la permanence en Stratégie avec une orientation appliquée vers l'international ou la technologie pour faire de la recherche et enseigner en anglais. Qualifications requises: PhD dans le domaine (obtenu ou presque complété); expérience en enseignement et en recherche souhaitable. Un des critères requis afin d'obtenir la permanence est que les candidat(e)s doivent pouvoir enseigner, au besoin, dans les deux langues officielles.**
- **Un poste contractuel d'un an à temps plein ne menant pas à la permanence en Finance en français. Qualifications requises : PhD et expérience d'enseignement et de travail un atout.**

L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Faire parvenir votre curriculum vitae au plus tard le 25 mars à l'adresse suivante : Jérôme Dnatriaux, PhD, vice-dnyen, Faculté d'administration, Université d'Ottawa, o.p. 450, succursale A, Ottawa, Ontario, K1N 6N5. Tél. (613) 562-5869, Télec. (613) 562-5166.

University of Ottawa

TEACING POSITIONS FACULTY OF ADMINISTRATION

The Faculty of Administration, University of Ottawa, invites applications for the following positions:

- **Three full-time tenure-track positions in Accounting for teaching and research at the graduate and undergraduate levels. One position requires teaching in French, the second in English and the third to teach in both official languages. PhD (in hand or nearly completed) and professional affiliation (CA, CGA or CMA) required; teaching and research track record an asset.**
- **One full-time tenure track position in Strategy with a minor in International Management or Technology for teaching and research in English. PhD in the domain (in hand or nearly completed) is required. Teaching and research track record is an asset.**

  As one of the criteria required to obtain tenure for these positions, candidates will have to achieve a level of proficiency sufficient to teach in the second language as needed.
- **One full time one year contractual position, non tenure-track to teach Finance in French. PhD in Finance required; teaching and professional experience an asset.**

Equity is a University Policy. The University strongly encourages applications from women. Send resumés prior to March 25th to: Jérôme Doutriaux, PhD, Vice-Dean, Faculty of Administration, University of Ottawa, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5. Tel: (613) 562-5869, Fax: (613) 562-5166.

Simon Fraser University
Outdoor Recreation & Parks Planning & Management

The School of Resource and Environmental Management at Simon Fraser University invites applications for a tenure-track appointment in the area of natural resource policy, planning and management. The School offers a graduate program of interdisciplinary research and education addressing natural resource management issues of local, national and international significance. The School also hosts the Centre for Tourism Policy and Research. The Centre conducts policy, planning and management research, as well as professional development workshops related to the use of natural resources for tourism and outdoor recreation purposes. The successful applicant will combine graduate teaching responsibilities in the School with on-going research activities in the Centre for Tourism Policy and Research.

The successful candidate will have a Ph.D. related to natural resource policy and planning with an emphasis on teaching and research experience linked to parks, protected areas, backcountry recreation resource management and tourism. Preferred areas of expertise include a combination of a disciplinary education in the social, biological or physical sciences. Desirable skills include experience in: natural resource conflict resolution; a working knowledge of the application of GIS technology, and a demonstrated ability to work with public, private and non-government organizations on interdisciplinary research projects related to parks, protected areas and backcountry recreation resource issues.

Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization.

Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to: Director, School of Resource and Environmental Management, Simon Fraser University, Burnaby, B.C. V5A 1S6. The closing date is **May 30, 1997**.

Please address all correspondence to: **Director, School of Resource and Environmental Management, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6;** TEL: 1-604-291-3074; FAX: 1-604-291-4968.

Collective Bargaining Conference

20th Annual Collective Bargaining Conference
Hotel la Sapiniere • Val David • Quebec
1997

[Friday Evening June 6 to Tuesday Noon June 10]

The conference began 20 years ago as the primary opportunity for faculty negotiators to acquire, via workshops and simulations, the skills required for the collective bargaining process. More recently, the conference has diversified by offering broader policy sessions designed to appeal to experienced negotiators or association executive members. Again this year, the Conference offers something for both experienced and inexperienced association members.

Plenary Sessions

- *Union Commitment and Union Socialization (Tentative)*
- *Pensions and Benefits (Early Retirement, Surplus, Design, Flexible Benefits, LTD)*
- *Round Table "Recent Trends in Faculty Association Collective Bargaining"*

Collective Bargaining Training

[Friday Evening June 6 to Tuesday Noon June 10]

These lectures, workshops and simulation are aimed at those wishing to learn, or to hone, their negotiating skills. There are many "hands-on" exercises, and a realistic all-day bargaining simulation. These workshops will be conducted by CAUT staff who are expert in these areas. Topics to be covered include:

- *The Legal Framework for Collective Bargaining*
- *Overview of the Negotiation Process*
- *Preparing for Negotiations*
- *Verbal Skills*
- *Clause Drafting*
- *Would Your Collective Agreement Survive a Grievance or Arbitration?*

Note: The two sessions listed are separate but will be conducted concurrently with overlapping plenary sessions.

Policy Sessions

[Saturday Evening June 7 to Tuesday Noon June 10]

These sessions are designed to address issues facing associations across the country, and are aimed at new or experienced members of association executives or boards. They will be moderated by members of the CAUT Collective Bargaining and Economic Benefits Committee, and will feature presentations by guest experts. The sessions will be selected from the following topic areas (to be finalized by May 1):

- *Life in Non-Certified Associations — Views from Within*
- *How to Run a Faculty Association*
- *The University "On-Line"*
- *Email Security*
- *Analysing University Budgets*
- *How to Compare Salaries*
- *Bad Faith Bargaining*

For more information —
Contact Nancy Gordon at CAUT

Telephone: **613-820-2270**
Email: **ngordon@caut.ca**

Canadian Association of University Teachers
Collective Bargaining & Economic Benefits Committee

CLASSIFIEDS

UNIVERSITY OF WATERLOO — Microbiology. The Department of Biology of the University of Waterloo invites applications for a Tenure Track position at the Assistant or Associate Professor level. Applicants must have a PhD in microbiology, and be prepared to establish an active research program in environmental microbiology, the biotechnology applications of microbiology or similar areas. Duties include research, teaching at the undergraduate and graduate levels in microbiology, and graduate student supervision. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 page) of their proposed research program to: Dr. William D. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is March 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html.

BOTANY

BRANDON UNIVERSITY — Department of Botany. Applications are invited for a three-year term appointment at the Assistant Professor level in the Department of Botany. Qualifications. Applicants should possess a PhD in Botany/Plant Science. Teaching and research experience in the area of plant breeding and genetics is desirable. Duties: Undergraduate instruction in the areas of plant breeding, genetics, recombinant DNA technology and agronomy. The successful candidate will be expected to embark on an active research program. Research interests in plant/microbial breeding would be a valuable asset to the department. Starting Date: August 1, 1997. Deadline for Applications: April 1, 1997, or when position filled. Salary: The Assistant Professor salary range is $39,298 to $58,356. Applicants should submit a copy of their curriculum vitae, including a summary of their current and future teaching and research interests, official graduate transcripts and copies of relevant research publications. Applicants should arrange for three letters of reference to be sent to: Dr. R.S. Jackson, Chair, Botany Department, Brandon University, Brandon, Manitoba R7A 6A9; Tel: (204) 727-9603; Fax (204) 728-7346; e-mail: jackson@brandonu.ca. In accordance with Canadian immigration requirements, this advertisement is directed primarily toward Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is subject to budget approval.

BUSINESS

THE UNIVERSITY OF NEW BRUNSWICK, Faculty of Business in Saint John invites applications for a Post-Doctoral position in the Management of Technological Change. The successful candidate will work with the newly established NSERC-SSHRC-NB Power-Xerox Chair to develop research, teaching, and outreach activities concerning the business implications of new information and communications technologies for human resource management, skills, and organizational learning. Capability in the areas of electronic commerce, electronic document management, and virtual work organizations is of particular interest to the Chair's research program. The position is for two years and commences in August 1997, by which time candidates must have completed their PhD. Consideration will be given from all fields, including relevant social science or business disciplines, engineering, or information science. Preference will be given to applicants with relevant work or research experience and evidence of successful conduct of a business-related research and service delivery. Please send a statement of interests, a C.V., and the names and addresses of three referees by March 31 to: Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5; Tel: (506) 648-5571; Fax: (506) 648-5574. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY — Schulich School of Business (formerly the Faculty of Administrative Studies). Applications are invited for tenure-stream positions commencing July 1, 1997 and July 1, 1998 in the following areas: Accounting (Financial and Managerial); Finance; and International Business. Preferred candidates will be qualified to teach in the PhD, Masters and Undergraduate Programs; possess a completed doctorate; provide evidence of effective teaching, and have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area; salary is negotiable. These positions are subject to budgetary approval. Applications, with CV, should be sent to: Dezso Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Applications will be accepted until positions are filled. York University is implementing a policy of employment equity, including a affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CATHOLIC STUDIES

ST. FRANCIS XAVIER UNIVERSITY — Catholic Studies. Applications are invited for a two-year, limited term appointment at the rank of Assistant or Associate Professor in a new interdisciplinary program called Catholic Studies. The position may be continued there after subject to budgetary approval. A thorough understanding of Catholic tradition and interdisciplinary interests are essential. An applicant with a PhD in disciplines such as theology, religious studies, history, philosophy, literature, or classics would be suitable for the position. The position will require excellent teaching ability and some creativity in promoting a new program. St. Francis Xavier University is a small undergraduate university with a long Catholic heritage; approximately 3,200 students; and 180 members of faculty. Deadline for application is 15 March 1997. Please send applications to: Dr. Steven Baldner, Coordinator, Program in Catholic Studies, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5; Tel: 902-867-3744, fax: 902-867-2448; e-mail: sbaldner@stfx.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants are asked to submit a curriculum vitae and letters from at least three referees.

CHEMISTRY & BIOCHEMISTRY

CONCORDIA UNIVERSITY — The Department of Chemistry and Biochemistry at Concordia University invites applications for a limited term appointment pending budgetary approval, from August 1, 1997 to May 31, 1998 with the possibility of a 12 month renewal. The successful applicant will teach introductory and intermediate level Organic Chemistry courses to a total of 12 course credits (4 one-term courses), and will be responsible for undergraduate organic laboratory supervision. Applicants are expected to hold a Ph.D. degree in Organic Chemistry. Candidates should send a letter of application, with curriculum vitae, and arrange to have two letters of reference sent to: The Chair, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd W., Montreal, Quebec, H3G 1M8, FAX (514) 848-2868, by May 31, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

CHRISTIAN ETHICS

EMMANUEL COLLEGE — Professor of Christian Ethics. Applications are invited for a full-time, tenure-stream appointment in Christian ethics at Emmanuel College at the Assistant Professor level. Duties and expectations include teaching courses for basic degree students (M.Div. And M.R.E.) and the credentials or potential to teach courses for and supervise doctoral students. Qualifications are a Th.D. or Ph.D. with a heavy concentration in Christian ethics completed or near completion. A detailed description of the position is available on request or on the Internet (http://vic.utoronto.ca/emmanuel/index.htm). In accordance with Canadian immigration requirements this announcement is directed to Canadian citizens or permanent residents. Applications, including a curriculum vitae and three letters of reference, should be sent to the Chair of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario M5S 1K7. The deadline for applications is 1 May 1997, and we hope to make an appointment by 1 July, 1997.

COMMUNICATION

UNIVERSITY COLLEGE OF CAPE BRETON — Assistant Professor, Communication. Please quote reference number CMN97025 on all correspondence. The Department of Communication in the School of Community Studies at the University College of Cape Breton invites applications for a probationary tenure-track appointment at the rank of Assistant Professor to commence July 1, 1997. This position is subject to budgetary approval. The successful candidate will teach Introductory Interpersonal Communication and Public Speaking as well as undergraduate courses in Organizational Communication and Intercultural Communication. Applicants must possess a Masters in Communication or related discipline with background in organizational and intercultural communication, evidence of excellent teaching abilities at the undergraduate level, and ongoing research in the field. Preference will be given to applicants with a PhD. This position is under the jurisdiction of UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of recommendation to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia B1P 6L2. Fax number (902) 563-1377. Applications must be received no later than 4 p.m. April 3, 1997. Please visit our web site to learn more about UCCB - http://www.uccb.ns.ca. UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER & INFORMATION SYSTEMS

SAINT MARY'S UNIVERSITY — The Department of Finance & Management Science at Saint Mary's University invites applications for limited-term or tenure-track position (subject to funding approval) in the area of Business Computing. The successful candidate will be required to teach three courses per term in our Business Computing program, including Introduction to Computers, Database, Programming, COBOL Program, Decision Support Applications, Data Communication, Computer Configurations, and System Analysis and Design (using CASE tools) for both undergraduate and graduate students. Applicants must possess at least a master's degree in a computer-related area. Preference will be given to those with university teaching experience and those possessing a Ph.D. in the appropriate field. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities. Position effective September 1, 1997. Applicants should send a curriculum vitae, graduate transcript, teaching evaluations (if any) and three letters of reference to: Dr. Francis Boabang, Chair, Department of Finance & Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Applications received until position is filled.

COMPUTER SCIENCE

TRINITY WESTERN UNIVERSITY invites applications for a tenure track position in Computer Science/ Mathematics to begin August, 1997. Strong teaching and communication skills are required, with preference given to a person with the ability to teach several areas of computing science. Ph.D. in Computing Science or Mathematics required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the university's Statement of Faith and Community Standards. C.V.'s and letters of reference should be addressed to Dr. Jack Van Dyke, Assistant Dean, Faculty of Natural and Applied Science, Trinity Western University, 7600 Glover Road, Langley, B.C., V2Y 1Y1; (604) 888-7511, ext. 3212; Fax (604) 888-1225; email: jvandyke@twu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

BROCK UNIVERSITY — The Department of Computer Science (http://www.cosc.brocku.ca) invites applications for a tenure-track position at the assistant professor level to commence July 1, 1997, pending final budgetary approval. Appointment at a higher rank may be considered. Although experience in any of the general areas of artificial intelligence, human-computer interfaces, human factors and delivered learning would be an advantage, qualified candidates in all areas of computer science are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages and topics in artificial intelligence. Some faculty supervise graduate students through an arrangement with the University of Guelph. The Department is served by a network of Silicon Graphics systems, and Macintosh and PC-compatible microcomputers. Applicants should have a PhD in computer science or a related discipline (candidates in the final stages of their PhD work are also welcome to apply) and be expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Applications should include a curriculum vitae, a detailed research plan and a statement of equipment needs. Candidates should have three referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer and is committed to a positive action policy, aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until April 30, 1997. Prof. J.E. Radue, Chair: Department of Computer Science, Brock University, St. Catharines, Ontario, Canada L2S 3A1; e-mail: jradue@cosc.brocku.ca.

CONTEMPORARY ARTS

SIMON FRASER UNIVERSITY — The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure track position in theatre at the Assistant or Associate professor level. The successful applicant will have a strong record as a theatre director, particularly of contemporary and experimental work. Artistic work should clearly reflect contemporary and critical issues in art and performance. An MFA or equivalent is required along with significant experience as a teacher of theatre at the university level. A background in dramaturgy would be advantageous as would evidence of interdisciplinary skills and experience in interdisciplinary art production. The successful applicant will teach courses in directing, criticism, dramatic literature and theatre history. The position includes directing theatre productions and sharing teaching responsibility for the BFA. The BFA in Theatre at the School is a studio-based program which includes acting, movement, voice, speech, directing, clown and mask, collective creation, and story telling. The School for the Contemporary Arts a an interdisciplinary fine and performing arts program which includes: Art and Culture Studies, Dance, Film, Music, Theatre, and Visual Arts. The School offers a BFA in Theatre, and Extended Minor in Theatre, and an interdisciplinary MFA Program. Faculty at the School are required to maintain a professional art practice or scholarly activity. Advising, committee responsibilities, and supervision of graduate students are expected. Deadline: April 7, 1997. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Send letter of application, resume, and the names of three referees to: Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6; Tel: (604) 291-3363; Fax: (604) 291-5907.

CRIMINOLOGY

ST. THOMAS UNIVERSITY — The Programme in Criminology at St. Thomas University invites applications for a 10-month, limited-term position commencing August 1, 1997. St. Thomas University is a small undergraduate, liberal arts university with a social justice focus, where excellence in undergraduate teaching is an institutional priority. The successful candidate will be a criminologist with the ability to teach either criminological theory or methods, and introductory criminology, and criminal justice in Canada. Other areas may include feminist criminology, political economy of criminology, critical criminology, corrections, criminal justice policy, and policing. A PhD, or imminent completion, is required. Applicants are asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred,) and arrange to have three letters of reference sent directly to Dr. Gayle MacDonald, Director of Criminology Programme, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: April 15, 1997, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

CURRICULUM STUDIES

UNIVERSITY OF SASKATCHEWAN — School-Based Field Experience Program. The College of Education, University of Saskatchewan, is seeking applications for several College supervisor positions during the Fall term of the 1997-1998 academic year. The successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and eligibility for Saskatchewan teaching certificate; at least a B.Ed. degree or equivalent, preferably a M.Ed. degree plus extensive experience in intern supervision; proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Trevor Gambell, Acting Head, Department of Curriculum Studies, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 0X1. Deadline for applications is April 30, 1997. Candidates will likely not be informed of appointments until June, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

EARTH SCIENCES

UNIVERSITY OF WATERLOO — Earth Sciences. Applications are being accepted for a tenure-track faculty position in the Department of Earth Sciences at the University of Waterloo at the rank of Assistant (preferred) or Associate Professor. The successful candidate will have a PhD with research interests in igneous, metamorphic, economic or structural geology, crustal processes, or tectonics. Duties will include teaching at the undergraduate and graduate levels, and development of an active research program involving graduate students. The Department is one of the largest geoscience departments in Canada, with approximately 30 regular and research faculty members and substantial undergraduate and

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PRESIDENT - Algoma University College

The Board of Governors of Algoma University College in Sault Ste. Marie, ON, invites nominations and applications for the position of President. This appointment is effective August 1, 1997.

Algoma University College, a small Liberal Arts and Science institution, has strong contemporary and historical ties to the native community of the region and a commitment to cross-cultural understanding. Established in 1967, Algoma is a non-sectarian institution affiliated with Laurentian University. The campus operates its own residence and athletics complex. Situated at the heart of the Great Lakes, Sault Ste. Marie is surrounded by lakes, rivers, forests and the hills of the Canadian Shield.

The successful candidate will possess substantial senior-level administrative experience, preferably with teaching experience. An earned doctorate from an accredited institution is preferred; a master's degree is required. The President will be a visionary and creative leader committed to building collaborative relationships.

In accordance with Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities.

To be guaranteed consideration, completed application materials must be received on or before April 30, 1997. Interested applicants will receive an information package. Address nominations/applications to:

Algoma

Presidential Search Committee
c/o Sue Hamden
Algoma University College
1520 Queen Street East
Sault Ste. Marie, ON P6A 2G4
hamden@ibird.aue.on.ca
http://www.auc.on.ca
(705) 949-2301 ext. 232

UNIVERSITY OF WINDSOR

Department of Psychology

The Department of Psychology at the University of Windsor invites applications for a limited-term position in clinical psychology, at the assistant professor level. The position covers two nine-month periods: Aug. 15, 1997 to May 15, 1998, and Aug. 15, 1998 to May 15, 1999. Applicants should hold a Ph.D. degree in psychology and be eligible for, or hold, registration in Ontario. This position involves clinical consulting as well as teaching undergraduate and graduate courses in clinical psychology.

Candidates should send a letter of application, a recent curriculum vitae, and should arrange for three letters of reference to be forwarded to: Dr. Stewart Page, Professor and Head, Department of Psychology, University of Windsor, Windsor, ON N9B 3P4. Fax: (519)973-7073, E-mail: Page@uwindsor.ca, Phone: (519) 253-4232, ext. 2215. Complete applications, including letters of reference, should be received by May 15, 1997.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Manitoba
Faculty of Social Work

ASSISTANT PROFESSOR POSITIONS

The University of Manitoba, Faculty of Social Work invites applications for two probationary (tenure track) positions at the rank of Assistant Professor (entry level), and a one two-year term position at the rank of Assistant Professor (senior level), subject to final budget approval.

The Faculty is committed to broadening the accessibility of its programs and to addressing issues such as poverty, family violence, racism, sexism, homophobia, and ageism. It offers two accredited degree programs: the M.S.W. degree has specializations in social clinical and social services administration areas of practice. The B.S.W. degree builds on a generalist foundation with an emphasis on feminist practice and practice in Aboriginal cultures, while offering the opportunity for focussed study in a variety of practice areas (aging, child & family services, criminal justice & corrections, health, mental health, culture & diversity, family violence, AIDS, and community practice). A doctoral program is under consideration.

Successful applicants will have a demonstrated ability or potential to contribute to all programs, including teaching, research, and thesis and practicum supervision. Consideration will be given to individuals with expertise in one or more of the following areas: family-centered social work practice, child & family services, family violence & violence against women, social work practice in mental health, and social work practice with persons with disabilities. Women and Canadian Aboriginal people are particularly encouraged to apply. The faculty is committed to supporting successful applicants in establishing themselves in their new positions.

Qualifications: 1. Probationary Positions: M.S.W. degree is required. At least one position will be filled by an individual with a D.S.W. or PhD (including cognate discipline) or nearing completion of a Doctorate. Experience in direct practice, including practice supervision is essential. Experience in teaching and research is highly desirable. Knowledge of and experience with Aboriginal cultures would be an asset. 2. Term Position: M.S.W. degree is required. Extensive experience as a clinical practitioner and supervisor of clinical services is required. Experience in teaching and supervising clinical practice is essential. Knowledge of and experience with Aboriginal cultures is important. Experience in conducting research would be an asset.

The University encourages applications from qualified women and men, including Aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

All positions are effective July 1, 1997 (subject to negotiation). Applications (including curriculum vitae and the names of three references) will be received until **March 31, 1997** and should be sent to: **Dr. Harvey Frankel, Chair, Recruitment and Hiring Committee, Faculty of Social Work, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.** Potential applicants are invited to consult the faculty's homepage: http://www.umanitoba.ca/faculties/social_work/. Dr. Frankel can be contacted at (204) 474-8378 or by e-mail: frankel@cc.umanitoba.ca.

The Anne & Max Tanenbaum Chair in Molecular/Cellular Neuroscience Research

Funded by an endowment from Anne Tanenbaum, a Joint Chair program in biomedical research has been established by the University of Toronto in cooperation with The Toronto Hospital, the Baycrest Centre for Geriatric Care, The Hospital for Sick Children, and Mount Sinai Hospital to honour Anne and Max Tanenbaum. The endowed Chair at The Toronto Hospital will be awarded to an outstanding researcher with potential for leadership and who has international recognition in a relevant area of neuroscience. The Toronto Hospital houses the largest clinical Neurosciences Centre in Canada. Neuroscience research, comprising over 40 principal investigators in basic and clinical sciences at The Toronto Hospital, is one of the priority research programs of the Hospital and the University of Toronto. The Neurosciences Centre has strengths and interests in the following fields; neuroprotection, stroke, epilepsy, CNS trauma including spinal cord injury, neuroimmunology, aging, neuro-oncology, movement disorders, neuromodelling, systems neuroscience.

For the Tanenbaum Chair in Molecular/Cellular Neuroscience, adequate resources in space and funding will be provided to facilitate a world-class program in cellular and molecular neurobiology. The Chair will also lead in the recruitment of 3 or more cellular/molecular neuroscientists for this program.

The Toronto Hospital encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Applicants should submit, along with a covering letter describing current research interests and future research goals, a C.V., relevant reprints, and have three letters of reference sent independently by **June 1, 1997** to: **Dr. Donald S. Layne, Vice President, Research, The Toronto Hospital, 200 Elizabeth Street, Toronto, Ontario, Canada M5G 2C4; Tel: (416) 340-4561; Fax: (416) 340-4596.**

ANNONCES CLASSÉES

graduate student enrollments. The undergraduate program focuses on providing a firm geological background as the foundation for streams specializing in geology, environmental geology, geophysics, hydrogeology, and geochemistry. Both M.Sc. and PhD degrees are offered. Current graduate research topics span a broad range of the geosciences, with emphasis on hydrogeology and low-tempecature geochemistry, but also including Quaternary geology and paleoclimatology, sedimentology, stratigraphy, environmental geophysics, rock mechanics, and other fields. Salary will be commensurate with experience. The position is available July 1, 1997. The closing date for applications is May 16, 1997. In order for an application to be complete, a curriculum vitae of the candidate, the names of at least three referees are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to Dr. Marco Coniglio, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1.

ECONOMICS

TRENT UNIVERSITY — The Department of Economics, Trent University invites applications for an eight-month, limited term appointment at the rank of Lecturer/Assistant Professor (subject to budgetary approval), commencing September 1, 1997. Responsibilities include research and undergraduate teaching in international trade and finance, Canadian economic history, and/or intermediate microeconomics and introductory economics. Applicants for this position should have a doctorate or be near completion. Salary will be dependent upon qualifications and experience. Trent University is an employment equity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with the names of three referees to Professor Saud Choudhry, Chair, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8, no later than March 31, 1997. Applications can be faxed to (705) 748-1567, or e-mail SCHOUDHRY@TRENTU.CA

UNIVERSITY OF SASKATCHEWAN — The Department of Economics at the University of Saskatchewan invites applications for one limited-term position at the assistant professor rank. All fields of specialization will be considered, although individuals who can teach resource economics, environmental economics, advanced microeconomic theory, advanced macro-monetary related topics and/or industrial organization, economic growth and law and economics, are preferred. A PhD in hand or near completion is required. The appointment is effective July 1, 1997; salary is commensurate with qualifications. This competition will remain open until a suitable candidate is selected. Interested candidates should send their CV and transcripts, and arrange to have three letters of reference sent to: Professor M. Altman, Head, Department of Economics, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan S7N 5A5. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION of the University of Toronto. Applications are invited for a tenure stream position in the Ottawa Valley Centre within the OISE/UT Field Division. Preferred candidates will possess a doctoral degree, relevant professional experience, and a proven record of professional and scholarly publication. The successful applicant will have experience developing practical, educational improvement procedures from theory and practice within English language and Franco-Ontarian educational settings. Fluency in English and French is essential. Areas of specialization include the improvement of educational practice through a combination of theoretical and applied scholarship, particularly in evaluation and assessment within the programs of the elementary and scholarly school system. Responsibilities of the position, which are to be carried out in English and in French, include teaching at the graduate and teacher education levels, supervision of masters and doctoral theses, research and field development. It is essential that the candidate be able to establish and maintain effective working relationship with schools administrators and teachers, university and CAAT administrators and faculty, and other relevant agencies and interest groups in the Eastern Ontario region. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1997. Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by April 15, 1997 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor St. West, Toronto, Ontario M5S 1V6. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

INSTITUT D'ÉTUDES PÉDAGOGIQUES DE L'ONTARIO de l'Université de Toronto (IEPO/UT). Les personnes intéressées sont invitées à poser leur candidature à un poste de professeur(e) de carrière au Centre régional d'Ottawa, division du Développement régional de l'IEPO/UT. La préférence sera accordée aux candidates et aux candidats qui détiennent un doctorat et qui possèdent une expérience professionnelle pertinente ainsi qu'un dossier reconnu de publications à caractère professionnel et savant. La personne retenue sera en mesure d'élaborer des procédures pratiques de perfectionnement des professionnels de l'éducation, conformément à la théorie et à la pratique de la langue anglaise et des milieux educatifs franco-ontariens. Il est essentiel de posséder parfaitement l'anglais et le français. Les champ de spécialisation comportent le perfectionnement de l'enseignement par l'alliance de savoirs théoriques et pratiques, particulièrement en ce qui a trait à l'évaluation et la notation des programmes du système scolaire aux paliers élémentaire et secondaire. Les responsabilités de ce poste, qui doivent être accomplies en français et en anglais, comprennent l'enseignement universitaire des deuxième et troisième cycles et la formation des enseignants et des enseignantes; la direction de mémoires de maîtrises et de thèses de doctorats; et la recherche et le développement régional. Il est essentiel que le candidat ou la candidate puisse établir et maintenir des relations de travail efficaces avec la direction administrative des écoles et le personnel enseignant, la direction administrative et le corps professoral des universités et des collèges d'Arts appliqués et de Technologie (CAAT), et d'autres organismes et groupes concernés de la région de l'Est de l'Ontario. Le rang et le traitement seront déterminés en fonction des qualifications et de l'expérience de la personne désignée. Le poste sera libre à partir du 1er juillet 1997. Les personne désireuses de poser leur candidature devraient envoyer leur curriculum vitae mis à jour, avec les noms de trois répondants ou répondantes, ou plus, avant le 15 avril 1997 au Professeur Michael Fullan, Doyen, IEPO/UT, 252, rue Bloor Ouest, Toronto (Ontario) M5S 1V6. L'Université de Toronto souscrit aux principes de l'équité d'emploi et invite les femmes et les hommes qualifiés, les membres des minorités visibles, les autochtones et les personnes handicapées à poser leur candidature. Conformément aux exigences relatives à l'immigration au Canada, cette annonce est à l'intention des citoyennes et des citoyens canadiens et des résidentes et résidents permanents.

THE UNIVERSITY OF MANITOBA — Winnipeg Education Centre (B. Ed. program), Faculty of Education. Require intersession instructors for courses in Biology, Introductory Ecology, and Introduction to Algebraic Structures. The biology and mathematics courses are each 6-credit courses and will be taught twice weekly from May 5 through July 25. 022.229 is a 3-credit course and will be taught once per week throughout this period. Salary is set at $5,960 for full courses and $2880 for the ecology course. The Winnipeg Education Centre is a program of the University of Manitoba specializing in the recruitment and training of social workers or teachers from the city's inner city. Instructors with skills and knowledge appropriate to culturally different settings and critical understandings of schooling will therefore receive high priority. For more information, contact Rick Hesch or Roanna Hepburn at (204) 668-8160 in Winnipeg. Interested applicants should submit a curriculum vitae and the names, addresses and phone numbers of three referees to: Dr. Rick Hesch, Director, Winnipeg Education Centre (B. Ed. program), 15 Chester St. Winnipeg, MB R2L 1W6. The Winnipeg Education Centre is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and people with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada.

MOUNT SAINT VINCENT UNIVERSITY — Department of Education. Applications are invited for a tenure-stream position in Science Education at the Assistant Professor level beginning July 1, 1997. Applicants should be prepared to teach undergraduate, in-service, and graduate courses in elementary science curriculum and to undertake relevant area of research and a professional activity program. Applicants must hold an appropriate PhD and have classroom experience at the elementary school level. Knowledge of and experience in secondary science education and/or another curriculum area would be considered an asset. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent by April 1, 1997 to Dr. Rosemarie Sampson, Dean of Professional Studies, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATIONAL POLICY STUDIES

UNIVERSITY OF ALBERTA - Department of Educational Policy Studies invites applications for a full-time tenure-track position in Adult and Higher Education. The appointment, effective July 1,1997 will be at the Assistant Professor level with a minimum salary of $40,000. Applicants should have a doctorate degree in Adult Education. A teaching certificate is desirable as is evidence of a strong commitment to scholarly research and publication. The successful candidate will be responsible for teaching undergraduate and graduate courses and supervising graduate students in Adult and Higher Education. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a current curriculum vitae and the names of three referees, should be submitted to Dr. Donald M. Richards, Chair, Department of Educational Policy Studies, University of Alberta, Edmonton, Alberta T6G 2G5. The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF ALBERTA — Department of Educational Psychology invites applications for a full-time tenure-track position in TESL. The appointment, effective July 1, 1997 will be at the Assistant Professor level with a minimum salary of $40,000. Applicants should have a PhD in TESL or equivalent. Experience in a variety of EFL settings is desirable, as is evidence of a strong commitment to scholarly research and publication in the fields of SLA and TESL. The successful candidate will be responsible for teaching a variety of courses at both the undergraduate and graduate level; in addition the candidate will have responsibility for some aspects of the TESL practicum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. This position is subject to available funding. Candidates should send a letter of application, a current curriculum vitae, an example of a recent article and the names of three referees to Dr. Ian Stewin, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta T6G 2E5. The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EDUCATIONAL STUDIES

MCGILL UNIVERSITY — The Department of Educational Studies invites applications for one or two tenure-track positions (subject to budgetary approval) in some combination of: educational policy, curriculum studies, educational leadership and change, and school improvement. The person(s) appointed will carry out school-based research and teath graduate courses in their area of specialization, and will also teach at least one course in the undergraduate program. As well, they will be expected to supervise master's and doctoral students; and B.Ed. students during the practicum. An appropriate record of research and some school-based work experience are required. A knowledge of French would be highly desirable. In accordance with Canadian immigration requirements, initial priority will be given to Canadian citizens or permanent residents of Canada. McGill University supports employment equity, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. The expected date of appointment is September 1997, and applications will close May 31, 1997. Letters of reference should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Dr. John Wolforth, Chair, Department of Educational Studies, McGill University, 3700 McTavish Street, Montreal, QC H3A 1Y2 (Fax 514-398-4529).

ELEMENTARY EDUCATION

UNIVERSITY OF ALBERTA — Department of Elementary Education invites applications for a full-time tenure-track position in Teacher Education with specialization in Early Childhood Education. The appointment, effective July 1, 1997, will be at the Assistant Professor level with a minimum salary of $40,000. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Early Childhood Education, supervision of field experiences and graduate supervision. Candidates should have a suitable academic background in Early Childhood Education as well as a teaching certificate and appropriate teaching experience. A doctorate or near completion of a doctoral program is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. This position is subject to available funding. Applications, including a current curriculum vitae, and the names of three referees, should be submitted to Dr. Robert Jackson, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton, Alberta T6G 2G5 Fax: 492-7622. The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGINEERING

THE UNIVERSITY OF BRITISH COLUMBIA — Professorship in Metals and Materials Engineering for the NSERC Industrial Research Chair in Aqueous Electrometallurgy. The Department of Metals and Materials Engineering of the Faculty of Applied Science at the University of British Columbia invites applications for the post of Professor in Metals and Materials Engineering to hold the NSERC Industrial Research Chair in Aqueous Electrometallurgy. This is a tenured position with funding initially provided by various industries and by the Natural Sciences and Engineering Research Council. The successful applicant will be required to conduct an independent research program in aqueous electrometallurgy and participate in some undergraduate and graduate level teaching. Applicants should have a PhD in Metallurgical Engineering or other relevant disciplines with a demonstrated record of research accomplishment in the area of electrometallurgy. The successful applicant will be expected to interact with the industrial sponsors and generate a research program of industrial and academic relevance. The initial Chair funding is adequate for a substantial research effort but the applicant may be required to seek further funding to expand the scope of work. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents, but all applicants are encouraged to apply. The starting date is July 1, 1997. Applications, including resume and references, should be sent by April 30, 1997 to: Professor T.R. Meadowcroft, Head, Metals and Materials Engineering, The University of British Columbia, #309 - 6350 Stores Road, Vancouver, B.C. V6T 1Z4 Canada.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Electrical Engineering. The University of British Columbia invites applications for up to four tenure-track Assistant Professor appointments. Areas of priority include: (1) Software engineering including real-time, fault-tolerant or parallel and distributed computing, or human-computer interface design; (2) Other areas which support both computer and electrical engineering; these include but are not limited to: (a) signal processing and architectures with applications to speech, imaging, video, multimedia or automation, instrumentation and control; (b) analog, digital or mixed-signal circuit design for high-frequency, high-speed or low-power applications; (c) networks and protocols for computer communications and broadband wireless applications. A PhD is required. Industrial and/or teaching experience is desirable. The successful applicant will be expected to pursue research vigorously, and to teach effectively at the graduate and undergraduate levels. The department has major programs in electrical and computer engineering, with 400 undergraduate and 180 graduate students. Thirty-five faculty members, several with joint appointments to other departments, attract over 4 million dollars per annum in external research income. Three NSERC Industrial Research Chairs and participation in four Canadian Federal Networks of Centres of Excellence help to foster significant collaboration with industry. Two hundred networked computers and workstations together with other extensive laboratory facilities support research and teaching in all major areas of electrical and computer engineering. Collaboration with the Department of Computer Science and Mechanical Engineering is encouraged and facilitated through the Centre for integrated Computer Systems Research, and with the Departments of Chemistry, Metals and Materials Engineering, and Physics and Astronomy through the Advanced Materials and Process Engineering Laboratory. Additional departmental information is available at http://www.ee.ubc.ca. Salary is commensurate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate student research assistants. The positions are available July 1, 1997. The deadline for receipt of applications is April 30, 1997. To apply, send a curriculum vitae, reprints of published papers, names of at least three references, and a one-page summary of proposed research and teaching activities to: Dr. R.W. Donaldson, Head, Department of Electrical Engineering, The University of British Columbia, 2356 Main Mall, Vancouver, B.C. Canada V6T 1Z4. The University of British

Instructor - Addictions Counselling

(2 positions)

The Addictions Counselling Programis an innovative Baccalaureate program offered in cooperation with the University of Lethbridge. This is a full-time temporary renewable position, commencing July 1, 1997 to June 30, 1998.

Candidates will have a minimum of a Master's degree in Addictions Counselling, Psychology, Social Work or a related field, although a Ph.D. is preferred. The successful candidate will have experience in Research/Counselling in Addictions. Teaching experience is desirable. **Competition #97D4**

Instructor - Physical Education

(Sabbatical Replacement, July 1, 1997 - June 30, 1998)

A minimum Master's degree in Physical Education or Kinesiology is required. Preference will be given to those candidates with a Ph.D. The successful candidate will have a strong background in Human Anatomy. Teaching experience is desirable. **Competition #97D5**

Please submit your resume, the names and addresses of three references, quoting the appropriate competition number, by **April 11, 1997,** to:

Personnel Services
Medicine Hat College
299 College Drive S.E.
Medicine Hat, AB T1A 3Y6
Fax: (403) 526-7750

Medicine Hat College

Only applicants being granted an interview will be contacted. All others are thanked for their interest. Medicine Hat College is a smoke-free campus

Carleton UNIVERSITY

COLLEGE OF THE HUMANITIES AND CLASSICS

Applications are invited for a two-year term appointment, with a possibility of conversion into tenure track, at the rank of Assistant Professor, in the College of the Humanities and Classics or Philosophy, commencing July 1, 1997. This position is subject to budgetary approval. The College offers a core curriculum in the humanities for highly accomplished students. The requirements of the position are an ability to teach: 1) a foundational course for the College in Reason and Revelation that includes, but is not restricted to Greek and medieval philosophy; 2) courses in classical antiquity, such as ancient history and literature. An ability to teach Greek and Latin would be an asset. Applicants should hold or be near completion of a Ph.D. An ability to teach non-European philosophy of the ancient and medieval period would also be an advantage. Preference will be given to candidates who combine specialized knowledge in ancient and medieval philosophy with a commitment to a broad, interdisciplinary approach to the humanities. Applications with a curriculum vitae and three letters of reference should be sent by April 30, 1997 to: Professor Peter Emberley, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ASSISTANT PROFESSOR POLITICAL SCIENCE

The Department of Political Science at The University of Calgary invites applications for a tenure-stream position in Japanese politics at the level of assistant professor. This new position is funded by the Japan Foundation and is subject to budget approval. The successful applicant will begin on September 1, 1997

The successful candidate must have a PhD at the time of appointment, preferably in the field of political science. Qualifications must also include a strong Japanese language research facility. The Department of Political Science currently has a full-time faculty complement of 19 members, a comprehensive undergraduate program, and graduate programs at the MA and PhD levels. At the undergraduate level, the successful applicant will be expected to teach courses, selectively integrating Japan content with the study of comparative politics, international relations and modern history, and will contribute to a new tri-faculty East Asia degree program. At the graduate level, an opportunity will exist to build a new departmental research capacity in modern Japanese politics, and competitive funding opportunities are currently available for new faculty. The salary scale for the assistant professor level will apply

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The closing date for applications is April 7, 1997. Please send applications, a curriculum vitae, and three letters of reference, to:

Dr. Ronald C. Keith, Head
Department of Political Science
The University of Calgary
2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4

For further information:
Tel: (403)220-6090 Fax: (403)282-4773
e-mail: 13621@UCDASVM1.admin.ucalgary.ca

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

MONTREAL NEUROLOGICAL INSTITUTE McGILL UNIVERSITY

Cognitive Neuroscience

The Montreal Neurological Institute, McGill University, invites applications for two tenure track positions at the Assistant Professor level in the Cognitive Neuroscience Group. One of the positions will be for work with human subjects and the other for work with experimental animals. The applicants should hold a Ph.D. degree and must have had post-doctoral training in a field relevant to cognitive neuroscience. The Montreal Neurological Institute has excellent facilities for functional neuroimaging and the study of patients with brain lesions. Candidates with computational skills or electrophysiological recording in animals are encouraged to apply.

Prospective candidates should send curriculum vitae and a summary of research plans to:

Search Committee
Cognitive Neuroscience Centre
Montreal Neurological Institute
3801 University Street, Room 276
Montreal, Quebec, Canada H3A 2B4

The deadline for receipt of applications is **June 30, 1997.** In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to Equity in Employment.

Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO — Three (3) Tenure-Stream Positions. The Department of Civil Engineering at the University of Toronto invites applications for three tenure-stream faculty positions at the Assistant Professor level in the following areas. The closing date for receipt of applications for all positions is 30 April 1997 or as soon as possible thereafter. 1. Environmental Engineering: There is specific interest in candidates with a strong research background in one or more of the following areas: physical, chemical and biological process technology for advanced water, wastewater and hazardous water treatment and disposal; waste management; risk assessment and management; water resources management; soil and groundwater remediation; and infrastructure rehabilitation. An educational background and practical experience in advanced laboratory methods and/or mathematical modelling of environmental processes would be a definite asset. Candidates with exceptionally strong backgrounds in other aspects of Environmental Engineering would be seriously considered. Candidates with expertise in Environmental Engineering that bridges other areas of Civil Engineering such as Geotechnical and Transportation Engineering are also encouraged to apply. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in environmental engineering and assist in the teaching of other engineering courses at the undergraduate level. The successful applicant would join a dynamic team of 6 full-time faculty in Environmental Engineering in a Department of 30 faculty with excellent laboratory and computing facilities. In addition, there are opportunities to participate in the Faculty's Collaborative Environmental Engineering Program and the University's multidisciplinary Institute for Environmental Studies. There is also the possibility of a second appointment. 2. Transportation Engineering: The successful applicant will have expertise and research interests in the general areas of traffic engineering and operations including such fields as advanced traffic control and freeway management systems, Geographic Information Systems with broad applications to Civil Engineering, and Intelligent Transportation Systems. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstration commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in her or his field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. In addition, the ability to teach undergraduate courses on the engineering and design of roads and public transportation facilities at an introductory level is an important qualification. Salary is commensurate with qualifications and experience. 3. Geotechnical Engineering: The successful applicant will have expertise and research interests in geomechanics including discrete and continuum based numerical methods for the analysis of rock structures, constitutive modelling of rock masses and application of statistical and risk analysis methods in rock and mining engineering. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in her or his field of interest and to contribute to the teaching of other courses at the undergraduate level. In addition, the ability to teach undergraduate courses in geotechnical engineering, engineering geology, mine design and mining engineering at an introductory level is an important qualification. Salary is commensurate with qualifications and experience. This position is made possible by the endowment of the Robert M. Smith Chair in Geotechnical Mine Design and Analysis which recognizes the Department's contribution to the Lassonde Program in Geological and Mining Engineering at the University of Toronto. Applicants for the three positions should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least 3 referees to Professor Barry J. Adams, Chair, Department of Civil Engineering, University of Toronto, Toronto M5S 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF GUELPH — Engineering Professor, School of Engineering. We invite applications for a full-time tenure-track position in Engineering Systems and Computing commencing July 1, 1997. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD. degree in Systems Engineering, Electrical Engineering, Computer Engineering or a closely related field. The successful applicant is expected to establish a strong research program and to teach both graduate and undergraduate courses in his/her general area of specialty. As well, the applicant is expected to supervise both MSc and PhD. graduate students. Areas of particular interest are: Biomedical Engineering, Modelling and Simulation, Signal Processing and Control Theory. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer. The School of Engineering has 17 faculty, 13 staff, approximately 500 undergraduate students (37% of whom are female) and about 85 graduate students. It currently offers accredited undergraduate programs in engineering systems and computing, environmental engineering, biological engineering, and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrollment of 11,600 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: May 1, 1997. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities and permanent residents, members of visible minorities, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. L. Otten, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. E-mail: Otten@net2.eod.uoguelph.ca FAX: (519) 836-0227.

ROYAL MILITARY COLLEGE OF CANADA — The Mechanical Engineering Department of the Royal Military College of Canada invites applications for positions at the level of Assistant Professor with expertise in one of the following areas: controls, applied mechanics, dynamic systems, aerodynamics, combustion, heat transfer, materials, design, or robotics. The number of positions to be filled and the areas of specialization needed will depend upon impending retirements and the level of funding available. Appointments will be initially for a three-year term. The required qualifications are a PhD in Mechanical Engineering, publications in the area of specialty, and acceptable teaching experience. Consideration may be given to appointment at the Lecturer level for outstanding candidates who are in the final stages of a PhD program. All candidates must be eligible for registration as Professional Engineers. Depending on the positions available after the retirements, the successful candidates will be required to teach in English or French or in both languages. The successful candidates will be required to teach in their areas of specialization as well as in other areas of Mechanical Engineering and to participate in productive research in these fields. The salary scale is under negotiation but for 1996/97 was $36 656 to $53 834. Starting salary will be in accordance with experience and qualifications. A curriculum vitae, including proof of education and the names and addresses of 3 academic referees, must be addressed to: Dr. M.F. Baidon, Head, Department of Mechanical Engineering, Royal Military College of Canada, P.O. Box 17000 Stn Forces, Kingston, ON K7K 7B4. The starting date for positions will be 1 Aug 1997. The closing date for applications is 30 April 1997. In conformity with Canadian immigration policies, these positions are offered to Canadian citizens, in the first instance, and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational institution and these positions are offered equally to women and to men. On peut obtenir une version française de cette annonce en s'adressant à: M. Baidon, Directeur, Département de génie mécanique, Collège militaire royal du Canada, Kingston, ON K7K 7B4.

OKANAGAN UNIVERSITY COLLEGE

COLLEGE PROFESSORS

Kelowna Centre

Okanegan University College (OUC) is a comprehensive university college, offering a range of undergraduate degree, diploma, vocational, developmental, career, health and technicel programs. Following seven years of partnerships with the University of British Columbia end the University of Victoria, OUC began to offer degree programs as an independent degree granting institution commencing in the Fall of 1996. OUC operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowne.

1. The Faculty of Arts and Education requires College Professors for the 1997-98 academic year es follows:

1. Anthropology/Socioiogy — **Compatition No. 01FAC97**
Closing Date — **March 15, 1997**

To teach two sections of Anthropology 111 (Introduction to Physical Anthropology) in each semester, plus one section of Upper Level Ethnography (area open) in the Fall 1997 semester and one section of Anthropology 495 (Advanced Topics in Anthropology) in the Winter 1998 semester.

Required qualifications are a Ph.D. in the discipline with relevant research end university-level teaching experience. The successful applicant should be specialized in Cultural or Physical Anthropology.

2. Fina Arts — **Competition No. 02FAC97**
Closing Date — **March 31, 1997**

To teach Advanced Painting and Drawing with the possibility of foundation courses and/or alternative media.

Required qualifications are a Master of Fine Arts Degree or equivalent, a substantial exhibition record and university-level teaching experience. The successful applicant should be specialized in Advanced Painting and Drawing.

3. Geogrephy — **Competition No. 09FAC97**
Closing Date — **March 14, 1997**

To teach introductory Physical Geography, second year courses in Hydrology and Geomorphology, and an Upper Level course on the Physical Environment of British Columbia.

Required qualifications ere a Ph.D. (ABD acceptable) with ongoing scholarly activity related to the teeching erea, and university-level teaching experience.

4. Phiiosophy — **Competition No. 10FAC97**
Closing date — **Mey 27, 1997**

To leach Biomedical Ethics, Environmental Ethics and Philosophy of Science.

Required qualifications are a Ph.D. (or equivalent) in the discipline and relevant teaching experience.

These are non-reneweble full-time repiacement positions **effective August 25, 1997 to Mey 1, 1998.**

2. The Feculty of Tredes end Technology requires a continuing College Professor as follows:

Mechenical Engineering Technology — **Competition No. 11FAC97**
Closing Dete — **March 22, 1997**

To instruct in a veriety of courses in the first end second year of the Mechanical Engineering Technology program, including the following areas of specialization: robotics end automation; CNC progremming (Mestercam) and machining; CAD (AutoCAD, MicroStation, Modefer); and tool and fixture design.

Preferred qualifications ere a Master's Degree in Mechanical Engineering or equivalent, as well as instructional experience at the post-secondary level end a minimum of five years of relevant experience in en appropriate industrial setting. Candidates must be registered, or be eligible for registration, as a Protessional Engineer or Applied Science Technologist.

This is a full-time continuing appointment **effective June 1, 1997.**

For inquiries of en academic nature please contact Dr. Andrew Hay, Chair, (250) 762-5445, local 4317.

Salary for these eppointments is $41,092 to $61,739 per annum, proreted for the term of the appointment. Salary end working conditions are governed by the Okanagan University College Faculty Association Collective Agreement with placement on the salary scale dependent upon qualifications and experience.

Please submit a curriculum vitae **(quoting the eppropriete competition number)**, the names of three referees, and for the Fine Arts position a portfolio of slides, **by the closing date indicated,** to: **Employee Reletions Division, OKANAGAN UNIVERSITY COLLEGE, 1000 K.L.O. Road, Kelowna, B.C. V1Y 4X8.**

Okanegan University College wishes to thank all epplicants for their interest. Only those applicents selected for further consideration will be contacted.

The University of Manitoba
Continuing Education Division

PROGRAM COORDINATOR LANGUAGE STUDIES AREA

The Continuing Education Division of The University of Manitoba invites applications for a Program Coordinator in the Language Studies Area. Applicants should have a graduate degree or be registered in a graduate program, must be fluent in English, possess at least a working knowledge of French and have first-hand experience directing a large residential Intensive English Program.

Some responsibilities of the position include advising teachers and animators on lesson plans, test preparation, and marking; counselling students on academic matters as well as problems they may encounter in the student residence; the ability to converse in French with parents of Quebec students; and working closely with and being particularly sensitive to the cultural differences of chaperons who will accompany Japanese students. Familiarity with Microsoft Word 6.0 and Excell 5.0 for Windows would be an asset. Teaching ESL will be required. It is also expected that the incumbent will provide administrative service to the Division and the University.

The successful applicant will be offered a one-year term appointment at the rank of Instructor I. The salary range is $31,746 to $41,410. Starting salary will be commensurate with qualifications and experience.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Please send a curriculum vitae and the names, addresses, telephone numbers of three referees to **Benjamin Levin, PhD, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Applications will be received until **March 31, 1997.**

DIRECTOR
CENTRE FOR ENTREPRENEURIAL LEADERSHIP

A founding Partnership of Bank of Montreal and the University of New Brunswick, Faculty of Administration. The University of New Brunswick's Centre for Entrepreneurial Leadership is dedicated to the promotion and enhancement of entrepreneurship among students, faculty and the university constituency at large. As an integral part of the Faculty of Administration, the Centre's mandate is to foster research, teaching and entrepreneurial activities, to enhance competitiveness and to stimulate development of entrepreneurs and new enterprises. Nominations and applications are invited for the position of Director of the Centre.

Responsibilities: Reporting to the Dean of the Faculty of Administration, the Director shall provide leadership in fulfilling the Centre's mandate. This will involve a mix of administrative research, teaching, fund raising and development activities. The appointment term is up to four years, commencing July 1997 or as soon thereafter as possible, at the rank of Assistant or Associate Professor in the Faculty of Administration. The contract is renewable upon mutual agreement.

Qualifications: The ideal candidate will have a PhD or equivalent in entrepreneurship, strong record of research and obtaining external funding; teaching in MBA, BBA and executive development programs; managerial experience in public or private sector.

Interested candidates are encouraged to apply immediately: Deadline for application: **May 15, 1997,** unless the position is filled earlier. Send application with current curriculum vitae and three names for references to: **Farhad Simyar, Dean, Faculty of Administration, PO Box 4400, Fredericton, NB Canada E3B 5A3. Phone (506) 453-4869; Fax (506) 453-3561.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

ANNONCES CLASSÉES

COLLÈGE MILITAIRE ROYAL DU CANADA — Le département de génie mécanique du Collège militaire royal du Canada cherche à combler des postes réguliers au rang de professeur(e) adjoint(e) dont le domaine d'expertise est l'un des suivants: les asservissements, la mécanique appliquée, la dynamique des systèmes, l'aérodynamique, la combustion, la transmission de la chaleur, les matériaux, le design ou la robotique. Le nombre de postes à combler et le domaine de spécialisation requis dépendront de positions libérées par retraite et de l'approbation des ressources financières. Ces postes seront initialement d'une durée de trois ans. Les qualifications recherchées comprennent le dortorat en génie mécanique (PhD), des publications dans son domaine de spécialisation et de l'expérience acceptable en enseignement. Il es possible que nous examinions le dossier des candidats(es) sur le point de compléter leur thèse de doctorat. Tous(tes) les candidats(es) devront être éligibles à l'ordre des ingénieurs. Selon les postes libérés, les candidat(e)s retenu(e)s devront enseigner en français, en anglais ou dans les deux langues. Les candidat(e)s retenu(e)s auront pour tâche d'enseigner dans leur domaine de spécialisation et autres domaines de génie mécanique et de participer à la conduite de travaux de recherche productifs dans ces domaines. L'échelle de salaires est présentement en négociation, mais étan 36 6565 à 53 8345 pour 1996-97. Le salaire accordé dépendra de l'expérience et des qualifications. Soumettre son curriculum vitae, une attestation d'étude ainsi que les noms et adresses de 3 références relatives à votre profession à: M. M.F. Bardon, PhD, directeur, Département de génie mécanique, Collège militaire royal du Canada, C.P. 17000 succ Forces, Kingston, ON K7K 7B4. La date d'entrée en fonctions est le 1er août 1997. La date limite de présentation des candidatures est fixée au 30 avril 1997. Selon les politiques canadiennes d'immigration, ces postes sont offerts en priorité aux citoyens et citoyennes du Canada et, en seconde priorité, aux résident(e)s permanent(e)s et immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une institution mixte et ces postes sont offerts également aux femmes et aux hommes. To obtain an English version of this ad please write to: Dr. M. Bardon, Head, Mechanical Engineering Department, Royal Military College of Canada, Kingston, ON K7K 7B4.

UNIVERSITÉ D'OTTAWA — Faculté de génie, Département de génie électrique et génie informatique. Statut: Un poste de professeur ou de professeure (niveau de professeur(e) adjoint(e)) menant à la permanence en génie informatique. Entrée en fonction: 1er septembre 1997. Titres et qualités: Un doctorat en génie informatique ou en génie électrique. La capacité d'enseigner en français et en anglais est un prérequis. Les cours de premier cycle sont enseignés exclusivement en français. Le(a) candidat(e) doit être membre ou être sur le point de devenir membre d'une association professionnelle d'ingénierie reconnue au Canada tel que la PEO (Professional Engineers Ontario) ou l'OIQ (Ordre des ingénieurs du Québec). On s'attend également à ce que les personnes choisies élaborent un programme de recherche original. La tâche principale consistera à enseigner des cours de premier, de deuxième es de troisième cycles, de poursuivre des activités savantes dans le domaine de spécialisation et de participer à celles du département es de l'Université. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformement aux règles du Canada en matière d'immigration, ce poste s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Candidatures: prière de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois personnes aptes à fournir des références à: M.E. Petrin, directeur, Département de génie électrique es de génie informatique, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5, avant le 15 avril 1997. Ce poste est sujet à l'approbation des fonds nécessaires.

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level in Design, Manufacturing and Control starting Summer 1997 (subject to availability of funds). The Department offers B. Eng., M. Eng., M.A.Sc., and Ph.D. programs and has a well established and well-funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering and Composites and a strong research laboratory on Computational Fluid Dynamics. Candidates should have a Bathelor's and a Ph.D degree in Mechanical Engineering with a strong background in the area of Design, Manufacturing and Control engineering. The incumbent should have an excellent teathing and research reord with practical experience in design, manufacturing modelling, analysis and control of physical systems and processes, data acquisition and signal processing. Knowledge in electronics and computer interfacing will be an asset. The candidate is expected to contribute substantially to the design, manufacturing systems and control curriculum, at both undergraduate and graduate levels. The candidate should be able to conduct independent scholarly research and astract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #H-549, Montreal, Quebec, Canada H3G 1M8, or e-mail at Mech Eng@vax2.Concordia CA. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

LAKEHEAD UNIVERSITY — The Department of Civil Engineering at Lakehead University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering or construction engineering. The applicant is expected to support a graduate program in Transportation Engineering. The successful candidate will be expected to teach effectively, to develop a significant externally funded research program, and to assist in the development of graduate studies. The successful candidate must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. I.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a probationary (tenure track) position, at the rank of Assistant Professor, from electrical engineers with a PhD in telecommunications engineering, with specialization in networks and fibre optics communications. The successful candidate will be expected to (1) teach effectively and to develop laboratories at the undergraduate level, (2) develop a significant research program and attract research grants, (3) be dedicated to engineering education and work effectively with colleagues in the Department. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. I.G. Locker, Dean, P.Eng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members

Université d'Ottawa • Faculté d'éducation

La Faculté d'éducation de l'Université d'Ottawa recherche les services d'une professeure ou d'un professeur en **Counselling éducationnel**. Il s'agit d'un poste conduisant à la permanence. Les candidates et les candidats éligibles au rang de professeur adjoint ou agrégé seront considérés.

Qualifications :
1. Doctoral en éducation ou en psychologie (counselling ou orientation scolaire).
2. Dossier actif de recherche dans le domaine spécifié.
3. Être membre d'une corporation professionnelle.
4. Expérience en orientation scolaire ou en counselling vocationnel et personnel.
5. Connaissance passive de l'anglais ou disponibilité pour l'atteindre avant la permanence.

Fonctions :
1. Enseignement en counselling au programme de M.Ed. La candidate ou le candidat devra également pouvoir enseigner aux programmes des autres cycles.
2. Recherche dans le domaine spécifié.
3. Supervision de stages en counselling éducationnel.
4. Collaboration avec les partenaires du milieu éducatif.
5. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à oeuvrer dans le domaine de l'éducation en langue française en Ontario.

Rang et salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction : le 1er juillet 1997

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seul(e)s les candidat(e)s invité(e)s pour une entrevue recevront un accusé de réception.

Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le 15 mars 1997, à M. Michel St-Germain, vice-doyen intérimaire (programmes), Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques-Lussier, Ottawa (Ontario) K1N 6N5.

Faculté d'éducation

Tenure/Tenure-Stream Positions
Commerce & Business Administration

Applications are invited for the following four tenure/tenure-stream positions: Full Professor in Tourism and Hospitality Management, with research and teaching interests in Finance, Marketing, or International Business; Associate Professor in Tourism and Hospitality Management with teaching interests in Finance, Marketing, Organizational Behaviour, or International Business, Full Professor in International Business, with research and teaching interests in Japanese studies; and a Full Professor to fill the Winspear Chair, with teaching and research interests in International Business and Strategic Management. In addition, the Faculty of Business has limited term appointments (one to two years) in the areas of Organizational Behaviour, Finance, Marketing, International Business and Strategic Management. Preference will be given to candidates with teaching and research experience in an international dimension of their field. As a minimum, candidates for term appointments must be nearing completion of their PhD dissertation. Salary will be commensurate with the applicant's qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. A letter of application with a curriculum vitae, a sample of recently completed research work and three references should be sent by **May 30, 1997**, to: **Dr. Roger Wolff, Dean, Faculty of Business, University of Victoria, PO Box 3015, Victoria, BC Canada.** Phone (250) 472-4614, Fax (250) 721-6067.

UVic UNIVERSITY OF VICTORIA

Vice-President (Enrolment and Student Services)
York University

York University is seeking applications and nominations for the position of Vice-President (Enrolment and Student Services).

Established in 1959, York is the third largest university in Conoda, providing innovative and interdisciplinary progrommes to more than 40,000 students through its ten Faculties: Arts, Atkinson College, Educotion, Environmental Studies, Fine Arts, Glendon College, Graduate Studies, Osgoode Hall Low Schaal, Pure and Applied Science, and the Schulich Schaal of Business.

Reporting to the President, the Vice-President (Enrolment and Student Services) is responsible for strategy, policy development, implementation, and management of all matters relating to recruitment, retention and the provision of administrative services to York students. The University offices that report to the Vice-President (Enrolment and Student Services) include Admissions, the Registrar, Student Accounts and Financial Aid.

As a senior officer of the University, the Vice-President (Enrolment and Student Services) works with the President and the other Vice-Presidents (Academic Affairs, Administration, External Relations) to provide dynamic leadership for the entire University.

The successful candidate must have a post-graduate degree with significant experience working in public/private sector senior management positions, with an emphasis on quality service, strategic planning and financial management. The ideal candidate will have an understanding of the relevant university constituencies and provincial and federal branches/agencies; and demonstrated skill in effective strategic planning and in implementing change through the use of technology. In view of the bilingual character of the University, facility in both official languages would be an asset.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. The Committee will begin reviewing applications on March 17 and will continue until the position is filled. Please reply to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax (905) 634-1882

President
Wilfrid Laurier University

Wilfrid Laurier University invites applications and nominations for the position of President and Vice-Chancellor.

Originally founded in 1911 as the Evangelical Lutheran Seminary of Canada, the institution acquired university powers and degree-granting status in 1959 as Waterloo Lutheran University. This church affiliation was relinquished and the name changed to Wilfrid Laurier University in 1973. The University is governed by a 33-member Board of Governors and a 65-member academic Senate.

Located in Waterloo, Ontario, Wilfrid Laurier University is one of Canada's premier smaller universities. As a high-quality institution that stresses the importance of both teaching and research, Laurier provides close contact among faculty and students on a compact campus. The University has a current enrolment of approximately 5600 full-time students and 2200 part-time students in its Faculties of Arts and Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. At the graduate level, Laurier offers MA, MBA, MSW, DSW, and PhD programs. The University has an annual operating budget of over $55 million, and employs over 800 faculty and staff.

The President and Vice-Chancellor is the chief executive officer of the University responsible for the direction of Laurier's academic and business affairs. The successful candidate for President will possess outstanding academic and administrative credentials, strong skills in government relations, and the ability to communicate effectively with faculty, staff, students, alumni, and members of the external community.

Applications and nominations will be treated in confidence and should include a statement of the qualifications and relevant specific achievements of the individual. They should be submitted, together with a curriculum vitae, to the address shown below. The Search Committee will begin examining applications and nominations on March 31, 1997.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified men and women, including persons in a visible minority, persons with disabilities, and aboriginal people.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9
Fax: (416) 923-8311

Janet Wright & Associates Inc.

of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Chemical and Biochemical Engineering. Biochemical/Environmental Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate professor in the Department of Chemical and Biochemical Engineering. The University of Western Ontario, London, Ontario, effective July 1, 1997. The Department has established an international reputation in the areas of reactor and fluidization engineering, Biochemical and Environmental Engineering. The candidate must have a PhD in Chemical Engineering or equivalent with a strong background in waster water treatment, or other related environmental engineering areas, such as, air pollution control, hazardous waste treatment. Applicants should have a proven excellent research record, ability to teach, and willingness to develop close links with industry. Applicants with industrial research experience are welcome. Duties of the successful applicant include teaching of undergraduate and graduate courses in environmental and chemical engineering, develop a strong research activity, supervise graduate students, and perform some administrative duties in the Department. The closing date for applications is May 16, 1997. Applications consisting of a detailed curriculum vitae, name and addresses of three referees, and statement of environmental research interests should be addressed to: Dr. A. Margarite, PEng, Chair, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. Telephone: (519)661-2131, Fax: (519)661-3498. Position is subject to budget approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ENGLISH

UNIVERSITY OF SASKATCHEWAN — Applications are invited for a tenure-track position in the Department of English as an Assistant Professor in Medieval Literature with special expertise in Cultural Studies, to commence on 1 July 1997. The PhD and demonstrated strength in teaching are required; published research is desirable. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5 no later than 30 April 1997. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY — The Department of English at Saint Mary's University invites applications for one tenure-track position and one limited-term position at the Assistant Professor rank (subject to funding approval) to begin September 1, 1997. Candidates should have a doctoral degree, teaching experience, and a record of scholarship. In addition, all applicants are expected to participate in the ongoing development and teaching of our Introductory English courses. We are especially interested in applicants with a specialization in one or more of the following three areas: drama, eighteenth-century literature, twentieth-century literature with an emphasis on contemporary Canadian. Each applicant should submit a curriculum vitae, including university transcripts, and arrange to have three (3) letters of reference sent to Dr. Margaret Harry, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 by April 11, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

ENVIRONMENT & RESOURCE STUDIES

UNIVERSITY OF WATERLOO — Applications are being accepted for one tenure-track appointment at the Assistant or Associate Professor level in the Department of Environment and Resource Studies (ERS), University of Waterloo. Applicants must be able to teach a range of undergraduate courses, as well as participate in teaching in the masters program. Applicants should have a PhD or equivalent, an active research program relevant to a transdisciplinary approach to environmental studies, and demonstrated teaching ability. Experience outside an academic setting is also desirable, whether in government service, non-governmental organizations, voluntary and activist organizations, community development, or the private sector. Further information about the program may be found at: http://www.fes.uwaterloo.ca/Department/ERS/about. We are especially interested in applicants with strengths in a combination of the following areas: Applied ecology; Environmental management systems and other means of greening business; International development and environment issues. Salary range commensurate with qualifications and experience. The appointment will be effective September 1,1997. Applicants must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae. Candidates should arrange to have their application and three letters of reference sent by March 24, 1997. The application and the letters of reference should be sent to: Dr. James E. Robinson, Chair, Department of Environment and Resource Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. The Department of Environment and Resource Studies is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Geography, and a School of Urban and Regional Planning. ERS concerns itself with the environment in the broadest sense. Our educational goal is to prepare students for meaningful employment as well as to contribute actively to the environmental and public good. The successful candidates will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

ÉTUDES CANADIENNES

UNIVERSITY OF ALBERTA — Faculté Saint-Jean sollicite des candidatures à un poste de professeur(e) adjoint(te) en Études canadiennes. La date d'entrée en fonction est le 1er juillet 1997. Les candidat(e)s doivent avoir une formation sort en histoire, en science politique ou en sociologie, avec une orientation interdisciplinaire. Il s'agit d'un poste menant à la permanence. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Faculté de langue française au sein d'une université de langue anglaise, la Faculté Saint-Jean offre des diplômes de BA, de BEd, de BSc et de MEd. Toute candidature doit comprter un curriculum vitae détaillé avec les noms de trois répondants et dont être transmise au plus tard le 15 avril 1997 à: Dr. John A. Boeglin, Vice-doyen aux affaires académiques, Faculté Saint-Jean, University of Alberta, 8406 rue Marie-Anne Gaboury, Edmonton AB T6C 4G9. Télécopieur: 403-465-8760. Email: john.boeglin@ualberta.ca. L'University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu de travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

FIELD STUDIES

THE SCHOOL FOR FIELD STUDIES' CENTER FOR RAINFOREST STUDIES in Queensland, Australia and Center for Coastal Studies in Bamfield, British Columbia seek a Program Director to lead an interdisciplinary team of faculty. Work with the Center Director on the overall program design and evaluation; give lectures and teach in the field with 32 undergraduates on applied conservation issues. A Ph.D. with at least 4 years of applied, residential experience in a similar ecosystem working in rectoration and forest ecology, tropical or temperate rainforests, marine and coastal resources, or alternate forest management is required. Must have at least 3 years teaching at the undergraduate level, experience working with applied conservation/management issues, program management/supervisory experience and a demonstrated employment history of commitment to working on environmental issues from a problem solving basis. To apply: send a detailed letter and cv to: SFS FO Search, Box CAUT, 16 Broadway, Beverly, MA 01915, phone: 508/922-7200 ext. 304, fax: 508/927-5127, email: sfshome@sfsc.apc.org

THE SCHOOL FOR FIELD STUDIES' CENTER FOR COASTAL STUDIES located in Bamfield British Columbia. Experienced in: Cost benefit analysis, Sustainable development, Extensive experience developing survey tools, Experience with First Nations peoples, Knowledge of local politics in a social and cultural context, Assessment and evaluation methodology, The Social Science of natural resources, The human dimensions of wildlife and conservation biology. All faculty positions are residential and require faculty to live on site with students. Programs are offered to 32 college students for semester and summer programs. Faculty will teach the equivalent of one and one half courses per semester, oversee students directed research projects and participate in all daily living at the center. Room and board are provided by SFS. Salary is $25,000 American, and health insurance is provided. Requirements: PhD or Masters degree with at least 4 years of applied experience. Relevant work/living experience in British Columbia or similar ecosystem. At least 2 years at the undergraduate level with full course responsibility (writing and grading exams, lecturing, etc.), a demonstrated commitment to conservation and experience working with applied conservation/management issues. To apply: Send cv and a detailed letter explaining skills and experience to: SFS BC Search, Box CAUT, 16 Broadway, Beverly, MA 01915; FAX (508) 927-5127; PHONE (508) 922-7200 ext. 304; EMAIL sfshome@sfsc.apc.org

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video, York University, invites applications for a full-time tenure-track position at the level of assistant professor in Historical, Critical and Theoretical Studies, effective 1 July 1997 (subject to budgetary approval by the University). Among our faculty are internationally-recognised scholars in Canadian film, Russian and Soviet film history and theory, classical film theory, political and social film analysis, and film and philosophy. We are seeking a scholar and teacher sharing our commitment to the historical and theoretical understanding of film and video who will bring additional strength to several of the above specialties while anchoring the expansion of our programme into several of the following areas as well: documentary film and video; Canadian television and the new media technologies; women, film and media; alternative film and video; Quebecois film and television; postmodernism, film and television; and Latin-American/Third-world cinema. Responsibilities of the position will include the teaching of a full-range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on department, faculty or university committees, student advising and curriculum assessment. An applicant for the position must have a doctorate in film studies or a related discipline, demonstrable achievement as a scholar and a distinguished record of teaching and supervision on both the undergraduate and graduate level. We would welcome as well a working knowledge of both of Canada's official languages, the ability to contribute to the teaching of courses in screenwriting or production, professional experience in film or video production and the ability to support through cross-appointment one or another of the interdisciplinary doctoral programmes within the university permitting advanced studies in film. Salary will be commensurate with experience and qualifications. The deadline for receipt of applications is 31 March 1997. A letter of application, a curriculum vitae and three letters of reference should be sent to: Dr. Evan Wm. Cameron, Interim Chair, Department of Film & Video, CFT 222: York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM STUDIES

CARLETON UNIVERSITY — School for Studies in Art and Culture: Film Studies. Applications are invited for a tenure-track position in Film Studies at the rank of Assistant Professor to commence July 1, 1997. This position is subject to budgetary approval. Applicants are expected to have a completed PhD, a record of research and scholarly publication, and the ability to contribute to the development of a graduate program in Film Studies. The successful candidate will have a demonstrated expertise in Canadian or another national cinema. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. John Shepherd, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. The closing date for receipt of applications is March 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

FINANCE

BROCK UNIVERSITY — Faculty Position in Finance. Brock University invites applications for a tenure-track position in Finance at the assistant professor level starting July 1, 1997, subject to budgetary approval. Qualifications include a PhD in Finance completed or near completion, a commitment to classroom excellence and to quality research. The Faculty of Business has approximately forty full time faculty and offers a BBA undergraduate degree with a concentration in Finance as well as other functional areas of business. St. Catharines lies in the heart of the scenic Niagara peninsula, approximately an hour's drive from Toronto and provides an exceptional range of professional and recreational opportunities. Brock University is committed to a positive action policy aimed at reducing gender imbalance in Faculty. Qualified women candidates are especially encouraged to apply. Applications are accepted until the position is fulled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Udayan Rege, Chair, Department of Accounting and Finance, Brock University, St. Catharines, Ontario, Canada L2S 3A1.

FORESTRY

LAKEHEAD UNIVERSITY — The Faculty of Forestry invites applications for a probationary (tenure track) appointment in Forest Fire Science/Fire Management effective August 1, 1997. The programs which the Faculty delivers are: Diploma in Integrated Forest Resources Management, Honours Bachelor of Science in Forestry (Regular and Co-Op options), Master of Science in Forestry and Master of Forestry. The successful candidate will teach undergraduate courses in fire science/management, provide graduate instruction and provide thesis supervision at both undergraduate and graduate levels. Forestry instruction at Lakehead University centres on the Boreal, Great Lakes-St. Lawrence and Deciduous Forest Regions. The candidate will be expected to develop a research program in his/her area of interest and participate in the administration of the Faculty and the University. Applicants should hold a PhD in forest fire science or management. Field experience and experience in modelling natural disturbances would be assets. This position is subject to final budgetary approval. Interested applicants are invited to submit a curriculum vitae, a statement of teaching and research interests, and the names and addresses of three referees to: Dr. D. Euler, Dean, Faculty of Forestry, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

FRENCH

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities & Languages, invites applications for an eight-month position at the Lecturer level, effective September 1, 1997, subject to budgetary approval. Candidates should have an MA or PhD near-completion and have expertise in communication and films, with multimedia lab. The successful candidate will be expected to teach first and second year language courses as well as one or two in his/her specialty. Application, curriculum vitae, information on the applicant's teach-

UNIVERSITY OF WINDSOR

Department of Political Science

The Department of Political Science invites applications for a tenure-track position at the Assistant Professor rank beginning July 1, 1997. A completed Ph.D is preferred, however, strong candidates nearing a dissertation defense will be considered.

The position is primarily in the area of Canadian Politics, with specialization in Public Administration. It entails teaching undergraduate and graduate courses in the Canadian/Public Administration areas, and supervising graduate research at the M.A. level. A commitment to research and publication is essential.

Candidates should send a letter of application, a recent curriculum vitae, academic transcripts, samples of publications and teaching evaluations if available. The candidate should arrange for three letters of reference to be forwarded directly to: Dr. W.C. Soderlund, Head, Department of Political Science, University of Windsor, Windsor, ON N9B 3P4, (519) 253-4232, ext. 2347, Fax: (519) 973-7094

Complete applications including letters of reference should be received by April 30th, 1997.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications form Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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Executive Director

Nova Scotia Council on Higher Education

Nova Scotia Council on Higher Education

The Nova Scotia Council on Higher Education is seeking an Executive Director. The Council is an intermediary body that advises the government of Nova Scotia on all matters related to universities.

The thirteen-member Council, working closely with the Council of Nova Scotia University Presidents and the universities, is responsible for promoting an effective and co-ordinated university system that maximizes educational experiences for students and the economic potential for the Province. The Council is also responsible for working with the Maritime Provinces Higher Education Commission responsible for regional planning among the universities of all three Maritime provinces. The Council's offices are located in Halifax.

The Executive Director is responsible to the Chair and Council for the development and implementation of policies relating to universities. The successful candidate for this position will possess the academic credentials and experience that will ensure credibility with the academic community, the private sector, and government. Strong leadership and communications skills, combined with qualities of diplomacy, persuasion, and mediation are essential attributes for the Executive Director. Awareness of, and sensitivity to, the Nova Scotia scene and the Nova Scotia university environment would be highly desirable.

This is a challenging and high-profile position that will have great significance for the Nova Scotia university system. Please reply, in strict confidence, to the address shown at left.

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CAUT BULLETIN

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ing experience and approaches (CALL experience an asset) and three confidential letters of reference should be sent to Dr. Suzanne Pons-Ridler, Chair, Department of Humanities & Languages, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

FRENCH STUDIES

UNIVERSITY OF GUELPH — The Department of French Studies of the University of Guelph invites applications for a tenure-track position in Quebec literature (emphasis on theatre), at the rank of Assistant Professor, beginning July 1, 1997. Duties will include the teaching of Quebec literature/culture and French language courses at the undergraduate level, with eventual additional teaching in Quebec theatre at the graduate level (in English). PhD, native fluency in French and English, and language-teaching experience are required. Publications in the fields of interest, and the willingness to deliver occasional courses in a non-traditional manner (video-link or travel to a neighbouring university) will be considered assets. Salary will be commensurate with the candidate's qualifications. Applications consisting of a curriculum vitae and three letters of recommendation should be sent before March 31, 1997, to A. Thomas, Chair, Department of French Studies, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITÉ DU NOUVEAU BRUNSWICK — Le Département d'études françaises de l'Université du Nouveau-Brunswick à Fredericton met en concours un poste de professeur(e) adjoint(e) menant à la permanence. Les candidat(e)s devront détenir ou être sur le point d'obtenir un doctorat en littérature française, avoir un dossier actif de recherche dans ce domaine ainsi qu'une expérience en enseignement du français écrit. Une expérience de l'enseignement assisté par ordinateur serait un atout. Date d'entrée en fonction: 1 juillet 1997, sous réserve d'approbation budgétaire. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université du Nouveau-Brunswick souscrit au principe de l'équité en matière d'emploi. Les personnes intéressées à postuler sont priées de faire parvenir, avant le 10 avril 1997, leur curriculum vitae, un échantillon de publications et trois lettres de recommandation à: M. Wladyslaw Cichocki, directeur, Département d'études françaises, Université du Nouveau-Brunswick, C.P. 4400, Fredericton, N.-B., Canada E3B 5A3. Adresse électronique: french@unb.ca; page maîtresse: http://www.unb.ca/web/french/

GERMAN

THE UNIVERSITY OF NEW BRUNSWICK — Saint John Campus, Department of Humanities & Languages, invites applications for a nine-month position, effective September 1, 1997, subject to budgetary approval. Candidates should have PhD or near-completion, excellent teaching experience and recommendations, and be innovative and experienced in modern technology. The position involves undergraduate teaching of the language, literature and culture of German-speaking peoples and general responsibility for the German programme. Application, curriculum vitae, information on the applicant's teaching experience and approaches and three confidential letters of reference should be sent to Dr. Suzanne Pons-Ridler, Chair, Department of Humanities & Languages, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

HISTORY

THE UNIVERSITY OF WINNIPEG — The Department of History. The University of Winnipeg invites applications from qualified women and men for a two-year sessional position at the rank of Assistant Professor in History of Science. Subject to budgetary approval, this appointment is effective July 1, 1997. Salary commensurate with qualifications and experience. Applicants should have a PhD. The successful candidate must have a strong commitment to undergraduate teaching and to research. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by April 1, 1997, send a curriculum vitae, including three letters of reference to: Professor Sarah McKinnon, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, FAX 204-774-4134. Inquiries can be made by e-mail: sarah.mckinnon@uwinnipeg.ca

ST. THOMAS UNIVERSITY — The Department of History at St. Thomas University invites applications for a ten-month, limited-term position commencing August 1, 1997. This position is subject to budgetary approval. St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be a specialist in nineteenth and twentieth century United States' history, able to offer introductory courses in United States' and world history. A PhD, or imminent completion, is required. Applicants should submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Dr. Sheila Andrew, Chair, Department of History, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: March 31, 1997 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

TRENT UNIVERSITY — Pending budgetary approval, the Department of History, Trent University, invites applications for a nine-month limited term appointment in Canadian History, commencing September 1, 1997. The candidate will teach a third year course on Canadian Women's History and participate in a team taught first year Canadian Studies/Canadian History course. The candidate may also teach an honours level Canadian history seminar in their area of speciality. The position is at the Assistant Professor level, for which a Ph.D. is required; applicants who are near completion of a Ph.D. thesis may be appointed at the rank of Lecturer. The salary at the floor of the Assistant Professor rank is $42,025. per annum. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. Applications, including a curriculum vitae and the names of three references should be sent to Professor Joan Sangster, Chair, Department of History, Trent University, Peterborough, Ontario, K9J 7B8 by March 31, 1997.

TRENT UNIVERSITY — Pending budgetary approval, the Department of History, Trent University, invites applications for a nine-month limited term appointment in World History, commencing September 1, 1997. The candidate will teach in a team taught first year World History course and will be responsible for an upper year course in Modern African History and one further course which may be on or off campus. The position is at the Assistant Professor level, for which a Ph.D. is required; applicants who are near completion of a Ph.D. thesis may be appointed at the rank of Lecturer. For 1997-98, the salary at the floor of Assistant Professor rank is $42,025. In accordance with Canadian citizens and permanent residents of Canada. Trent University is an Employment Equity Employer and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. Applications, including a curriculum vitae, and the names of three references, should be sent to Professor David Sheinin, Chair, World History Search Committee, Department of History, Trent University, Peterborough, Ontario, K9J 7B8 by March 31, 1997.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a tenure track position in Human Nutrition to begin on August 15, 1997. Salary and rank will reflect experience. The candidate should have completed a PhD in nutrition or food service management by the start of the appointment. Completion of a dietetic internship is preferred. Preference will be given to candidates who have experience in teaching and/or dietetic practice. Responsibilities include teaching undergraduate courses in foods, food service management, and nutrition; and developing an appropriate research program. The candidate will also be expected to contribute to general faculty duties in the Department and in the University. The closing date for receipt of applications is May 15, 1997 or until the position is filled. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and official transcripts, and arrange to have sent three (3) letters of reference to: Dr. A.D. Sullivan, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Section of Endocrinology/Metabolism, Department of Internal Medicine, University of Manitoba, is seeking an individual with clinical and teaching skills in addition to documented research training and expertise. This will be a geographical full time, contingent position at the rank of Assistant Professor based at St. Boniface General Hospital. Salary support to ensure protected time for research will be provided. Candidates must have senior specialty qualifications in Internal Medicine on the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Endocrinology and Metabolism by the Royal College of Physicians and Surgeons of Canada, or equivalent, is preferred. The successful applicant will be expected to devote more than half his/her time to endocrine research. Basic or clinical research, epidemiology or outcome analysis would be considered appropriate. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae and a list of publications, should be sent to: Dr. Liam J. Murphy, Head, Section of Endocrinology/Metabolism, Room GG449, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R9. Closing date for receipt of application is March 31, 1997.

LIBRARY

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Robertson Library at the University of Prince Edward Island invites applications for a Reference Librarian — Responsible for the Prince Edward Island Collection and a Reference Librarian — Responsible for Health Sciences. These positions are under the general direction of the Head of Library Information Services. Responsibilities for the Reference Librarian — Responsible for the Prince Edward Island Collection include: providing reference service at the Information Desk on a regularly scheduled basis; providing orientation and bibliographic instruction tours; assisting in general collection development; collecting and maintaining a large collection of publications relating to Prince Edward Island; preparing analytics for Prince Edward Island books, maintaining an index of local newspaper; and collecting, processing and maintaining a collection of faculty publications, theses, yearbooks, policy projects, newsletters etc. pertaining to the University. Qualifications include an ALA accredited MLS or equivalent with a minimum of three years relevant experience in an academic or research library and an extensive knowledge of the history of Prince Edward Island. Responsibilities for Reference Librarian — Responsible for Health Sciences include: providing reference service at the Information Desk on a regularly scheduled basis; providing orientation and bibliographic instruction tours; assisting in collection development in the sciences; serving as a liaison between the Library and the Atlantic Veterinary College; conducting on-line bibliographic searches on MEDLARS and DIALOG; representing the Library on the Atlantic Veterinary College Library Committee; preparing reports and collecting statistics for major projects and monitoring the Atlantic Veterinary College book and journal budget. Qualifications include: an ALA accredited MLS or equivalent with a minimum of three years experience; a Msc (Life Sciences) would be an asset; and extensive experience in on-line searching in MEDLARS. General requirements for both positions are experience in an automated library environment and with various information formats. In addition, the successful applicants will possess demonstrated interpersonal, organizational, communication and reference interviewing skills, a commitment to professional and scholarly activity and the ability to work in a team environment. Subject to budgetary approval and depending on qualifications and experience, the positions will be filled at the Librarian I or Librarian II level and will be available July 1, 1997. These are two year term positions with the possibility of renewal. Applications, including curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of three (3) references, should be forwarded to: Mr. Daniel A. Savage, University Librarian, Robertson Library, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E. C1A 4P3; Telephone: (902) 566-0460; Fax: (902) 628-4305; E-Mail: dsavage@upei.ca. The closing date for applications is April 30, 1997. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is an equal opportunity employer.

LIBRARY & INFORMATION STUDIES

UNIVERSITY OF ALBERTA — School of Library and Information Studies invites applications for a full-time tenure-track position. The appointment, effective July 1, 1997, will be at the Assistant Professor level with a minimum salary of $40,000. Candidates should have a strong research record and teaching expertise in the area of library and information services to youth, and a commitment to collaborative research. An interest in teaching and curriculum development at both graduate and undergraduate levels in one or more of the following subject areas is also desirable: collection management, structure of subject literatures, teacher-librarianship, and print and multimedia literacy. Candidates should possess a doctorate, or be nearing completion of one, and an ALA accredited Master's degree in library and information studies. A broad knowledge of information technologies, effective interpersonal skills for interaction in an academic environment, and an interest in student advising are required. The successful candidate will supervise research at the Master's and possibly doctoral lev-

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Simon Fraser University
Assistant Professor — Environmental Physiologist

The School of Kinesiology at Simon Fraser University seeks an outstanding junior scientist to fill a tenure-track position at the level of Assistant Professor. Candidates should have a developed research interest in one of these areas: altitude, aerospace, diving, hyperbaric therapy or thermal regulation, for which unique research facilities exist at SFU. The Environmental Physiology Unit includes an altitude and diving chamber complex, a life support and environmental control system, a climatic chamber and hot and cold water immersion tanks, and is equipped for physiological measurements from human subjects (see detailed description in http://fas.sfu.ca/kin/research/epu.html). A successful candidate for this position will be expected to establish an independent, externally funded research program and teach undergraduate and graduate courses in his/her area of specialization. Priority will be given to candidates who can also teach courses in general physiology at the undergraduate level. Biomedical engineers, to apply.

Simon Fraser University, located on top of Burnaby Mountain in Greater Vancouver, is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The School of Kinesiology has the mission to study human structure and function and their relation to health and movement. Its 20 faculty members and 5 laboratory instructors cover a wide range of disciplines and teach approximately 500 students enrolled in the B.Sc. program in Kinesiology and 50 graduate students enrolled in M.Sc. or Ph.D. programs.

The intended start date is September 1, 1997. Priority will be given to applications received before **15 March 1997**, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, along with the name, address and telephone of three references, to:

J.A. Hoffer, Ph.D., Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia V5A 1S6, Canada.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. All appointments are subject to budgetary authorization.

UNIVERSITY COLLEGE of the FRASER VALLEY

Kinesiology and Physical Education Instructor

The University College of the Fraser Valley, located in British Columbia's beautiful Fraser Valley, is a multi-campus undergraduate degree granting institution offering diverse programs. UCFV has main campuses in Abbotsford and Chilliwack, and currently enrols more than 6,000 students each year.

The emphasis at UCFV is on teaching excellence, while acknowledging active scholarship as an integral part of the teaching process.

Subject to budget approval, the Kinesiology and Physical Education department requires an instructor to teach fitness/exercise management, strength conditioning, and biomechanics. Contribution to other areas, such as team sport analysis and motor development, would be useful.

A minimum of a master's degree in Kinesiology and Physical Education, with an emphasis in exercise physiology or biomechanics, is required; preference will be given for a Ph.D. The successful candidate will have demonstrated excellence in and commitment to teaching at the post-secondary level; involvement in scholarly activity; knowledge and possession of accreditation in fitness and exercise, particularly CSCS and ASCM certification, and provincial registry (i.e. BCRPA); experience in program and curriculum development; and knowledge of alternative and innovative teaching delivery techniques.

Salary: To be determined by appropriate placement on the faculty salary scale contained in our collective agreement.

Starting Date: August 1, 1997

Closing Date: **March 21, 1997**

Applications detailing education and experience are invited for the above position and should be forwarded to the University College of the Fraser Valley, Employee Relations department, 33844 King Road, Abbotsford, BC V2S 7M9.
Phone: (604) 854-4526, Fax: (604) 854-1538.

UCFV is an Employment Equity Employer

1183-11

SUCCEEDING TOGETHER
Research ◆ Treatment ◆ Education

Ontario Cancer Institute/Princess Margaret Hospital is Canada's largest cancer centre, comprising a major research institute, a tertiary care teaching hospital servicing 6,000 new cancer patient referrals per year, and a joint oncology program with The Toronto Hospital, Canada's largest acute care teaching hospital.

Chair in Experimental Therapeutics

The Princess Margaret Comprehensive Cancer Centre (PMCCC) and the University of Toronto invite applications for Head of Experimental Therapeutics, one of the five research divisions of the Ontario Cancer Institute, the research arm of the PMCCC. Reporting to the Vice-President, Research, the Division Head will be responsible for an outstanding program of cancer research related to cancer therapy, designed to exploit our current understanding of the biological basis of cancer. The successful candidate will also occupy the Amgen Chair, an endowed Chair in the Department of Medical Biophysics of the Faculty of Medicine at the University of Toronto, and is expected to qualify for an appointment at the Full Professor level.

Coupled with a PhD, MD or equivalent, applicants should have a strong personal research program, and superior leadership, interpersonal and communication skills.

The position offers excellent laboratory space in a newly-built research facility, access to all resources necessary to support research, a stimulating and congenial working environment, and competitive salary and benefits. Applications and nominations will be treated in confidence and should be submitted, prior to May 1, 1997, to: **James E. Till, OC, PhD, FRSC, Chair, Selection Committee, c/o Room 7-507, Ontario Cancer Institute, Princess Margaret Comprehensive Cancer Centre, 610 University Avenue, Toronto, Ontario, M5G 2M9.**

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Toronto's Employment Equity Policy is applicable to this position.

Ontario Cancer Institute
Princess Margaret Hospital

ARE YOU RETIRING THIS YEAR?

For just **$10.00** per year, you can maintain your membership as a retired member. Your membership in this special category entitles you to continue receiving the CAUT *Bulletin* each month. In addition to keeping you current on events affecting academics, the *Bulletin* regularly features information on CAUT Group Services that are available to all CAUT members including retired faculty.

To join as a retired member, please write to: CAUT, 2675 Queensview Dr., Ottawa ON K2B 8K2 or fax us at (613) 820-7244.

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CLASSIFIEDS

els. The School is a small, collegial unit with a vision for teaching, research, and service that is grounded in a multi-disciplinary focus on issues of information access and equity. This vision is encapsulated in the School's motto: "Understanding information: exploring issues, creating access, pursuing equity." As part of Canada's second largest university, the School benefits from a progressive research library and up-to-date computer facilities. The School values its excellent relationships with the professional community. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Il suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a current curriculum vitae, the names of three referees, and any other supporting materials should be submitted to Dr. Alvin M. Schrader, Acting Director, School of Library & Information Studies, Room 3-20 Rutherford South, University of Alberta, Edmonton, Alberta T6G 2J4 (FAX: 492-7622). The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS

TRENT UNIVERSITY — The Department of Mathematics at Trent University invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 1997, subject to budgetary approval. Candidates should have a Ph.D. in Mathematics and have appropriate teaching and research experience. The Department particularly seeks persons with qualifications in Applied Mathematics. Teaching duties will include courses in differential equations and mathematical modelling. Applications should include a current curriculum vitae and the names of three referees. They should be submitted to Professor D.G. Poole, Chair, Department of Mathematics, Trent University, Lady Eaton College, West Bank Drive, Peterborough, Ontario, K9L 1Z6, not later than March 31, 1997. (Fax - (705) 748-1630). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially invites applications from women, aboriginal persons, visible minorities and disabled persons.

UNIVERSITY OF BRITISH COLUMBIA —The Department of Mathematics is seeking outstanding candidates for at least one tenure track Assistant Professorship to begin July 1, 1997. Our highest priority is for candidates in Differential Geometry and Arithmetic Algebraic Geometry or closely related fields, but exceptional applicants in other areas of interest to the Department may also be considered. Applicants should have a proven record of research of high quality and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. These positions are subject to final budgetary approval. The salary will be commensurate with experience and research record. Applicants should send a C.V. including a list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Hausmann, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C., Canada V6T 1Z2. Applications must be received by March 31, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

MATHEMATICS & STATISTICS

UNIVERSITY OF SASKATCHEWAN — The Department of Mathematics and Statistics invites applications from outstanding candidates specializing in any area of mathematics or statistics for a tenure-track position at the Assistant Professor level beginning July 1, 1997. The successful candidate will have a doctoral degree in mathematics or statistics, have demonstrated excellence in teaching and have established a strong research programme or have shown exceptional research potential. Applicants should send their complete CV including a list of publications, a short statement describing their research programme, and all appropriate materials about their teaching. They should also arrange to have at least three letters of reference, one of which is primarily concerned with the candidate's teaching, sent directly to J.R. Martin, Head Department of Mathematics and Statistics, University of Saskatchewan, 106 Wiggins Road, Saskatoon, SK, S7N 5E6. To ensure full consideration, this information should be received by April 15, 1997. The University is committed to Employment Equity. This position has been designated as an equity position. In accordance with Canadian immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents of Canada.

MEDICAL GENETICS

UNIVERSITY OF ALBERTA — Clinical positions: Director, Genetics Clinic, Department of Medical Genetics Experienced clinical geneticist to direct a genetics service for a population of 1. 5 million. The Director will oversee Royal College and CCMG training programs and the northern Alberta operations of the Provincial Hereditary Disease Program. Leadership in clinical research and teaching is expected. The successful applicant will have an MD or MD/PhD, with Canadian College of Medical Geneticists accreditation or equivalent. Clinical Geneticist, Metabolic Diseases, Department of Medical Genetics. Clinical geneticist with experience in metabolic diseases, for diagnosis and management of metabolic disorders. Edmonton is the centre for the provincial PKU screening program. Commitment to research and teaching is expected. MD with accreditation in Genetics and/or Pediatrics is required. These positions are held jointly at the University of Alberta Hospitals and the University of Alberta. The Department of Medical Genetics is a new department, currently with 12 faculty members, and will occupy newly remodeled and equipped space for research laboratories, clinical service and diagnostic laboratories. Closing date for applications: April 30, 1997. Submit a resume, statement of academic goals and research plans, and names of three referees to: Clinical Selection Committees, Dept of Medical Genetics, 660 Heritage Medical Research Centre, U. of Alberta, Edmonton, Alberta, T6G 2S2. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment and encourages applications from all qualified women and men, including Aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF ALBERTA — Director, Cytogenetic Laboratory, Department of Medical Genetics. A position is available for an experienced cytogeneticist to direct a service laboratory for a population of 1. 5 million. Time will be made available for research and teaching. An independent research program is expected. The applicant must have a PhD or MD/PhD and hold, or be eligible for, accreditation by the Canadian College of Medical Geneticists. Closing date for applications: April 30, 1997. Submit a resume, statement of academic goals and research plans, and names of three referees to: Clinical Selection Committees, Dept of Medical Genetics, 660 Heritage Medical Research Centre, U. of Alberta, Edmonton, Alberta, T6G 2S2. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment and encourages applications from all qualified women and men, including Aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF ALBERTA — Department of Medical Genetics Applications are invited from outstanding scientists investigating any aspect of molecular genetics and biology, relating to human disease or animal models, for tenure track positions. The use of mouse models to study developmental pathways, and studies of multifactorial traits are of particular interest. Applicants must have a PhD or PhD/MD, with postdoctoral training, and be able to establish a strong independent research program. Appointments are expected primarily at the level of Assistant Professor; more senior positions will be considered. The Department of Medical Genetics is a new department and will occupy newly remodeled and equipped space. The closing date for applications is April 30, 1997. Candidates are invited to submit a resume, research plan, and names of three referees to: D. W. Cox, Chair, Department of Medical Genetics, 670 Heritage Medical Research Centre, Edmonton, Alberta, T6G 2S2. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment and encourages applications from all qualified women and men, including Aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF ALBERTA — Department of Medical Genetics Applications are invited from outstanding scientists investigating any aspect of molecular genetics and biology, relating to human disease or animal models, for tenure track positions. The use of mouse models to study developmental pathways, and studies of multifactorial traits are of particular interest. Applicants must have a PhD or PhD/MD, with postdoctoral training, and be able to establish a strong independent research program. Appointments are expected primarily at the level of Assistant Professor; more senior positions will be considered. The Department of Medical Genetics is a new department and will occupy newly remodeled and equipped space. The closing date for applications is April 30, 1997. Candidates are invited to submit a resume, research plan, and names of three referees to: D. W. Cox, Chair, Department of Medical Genetics, 670 Heritage Medical Research Centre, Edmonton, Alberta, T6G 2S2. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment and encourages applications from all qualified women and men, including Aboriginal peoples, members of visible minorities, and people with disabilities.

MUSIC

BRANDON UNIVERSITY — Faculty Position in Piano & Music History. Position: Full-time, probationary, rank dependent upon qualifications. Qualifications: DMA preferred. Masters degree or equivalent a minimum. A distinguished record of national- or international-level piano performing and teaching. Duties: Teach undergraduate and graduate piano majors, perform regularly as soloist and chamber musician. Teach undergraduate and graduate courses in music history. Salary: Commensurate with qualifications and experience. Salary floors: Asst. Prof. $39,298, Assoc. Prof. $51,617, Prof. $64,655. Appointment date: September 1, 1997. Closing date for applications: March 31, 1997, or until position is filled. Application process: Submit a letter of application, curriculum vitae, official graduate transcripts, and recording of recent performance. In addition, applicants should arrange for at least three letters of reference. All materials should be sent to: Ronald Goddard, DMA, Acting Dean, School of Music, Brandon University, Brandon, MB R7A 6A9 Canada; e-mail: goddard@brandonu.ca. The School of Music has a rich tradition of excellence in piano performance and pedagogy at both the undergraduate and graduate levels. As a major Canadian centre of musical activity, the School serves 140+ music majors and acts as the parent organization for the E-Ge Conservatory (800+ students). In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

NURSING

ATHABASCA UNIVERSITY'S Centre for Nursing and Health Studies invites applications for sessional academic team members to instruct in the Advanced Graduate Diploma: Community Nursing Practice. This is an electronically delivered, post-RN program of studies preparing nurses for advanced community nursing practice. The program is founded on principles of primary health care and human development and consists of eight courses, each with theoretical and clinical content. Instructors are required to teach and mentor students in the two components of the program: community assessment and development, and extended health services with individuals throughout the lifespan. Sessional academic team members are non-tenured contingent employees. Sessional contracts are for 15 weeks and include 1.5 to 3 hours of teaching time per week in addition to preparation time and assignment marking. Team members are also expected to suggest appropriate course revisions as necessary. Salary will be a function of qualifications and experience. The electronic delivery of the program allows the position to be based anywhere in Canada. Successful candidates will hold a M.N. with a PhD preferred. Clinical expertise in community health and/or primary health care nursing with clients at a particular life-stage (pregnancy/newborn, infants/preschoolers, school-age children, adolescents, adults, older adults) is required. Experience in nursing education, particularly distance education, as a definite asset, as is work experience in the role of nurse practitioner. The program is delivered via the Internet; therefore, successful candidates must have access to and be competent in the use of a computer. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, the names and addresses of three referees to: Ms. Linda Resmer, Office of the President, Athabasca University, Box 10,000, Athabasca, Alberta, T9S 3A1 or e-mail: lindar@admin.athabascau.ca. Further information may be obtained from Dr. Beverley Lawson at (403) 278-3385, (fax) (403) 225-3485 or e-mail: bevg@cs.athabascau.ca. Closing date for this position is April 1, 1997.

UNIVERSITY OF NEW BRUNSWICK — Saint John Campus, Department of Nursing. Applicants are invited for two tenure-track positions and one full-time term instructor position in Nursing. For the tenure-track appointments, a doctoral degree in Nursing or a related discipline (earned or near completion) and a Master's Degree in Nursing are required. As well, candidates should have recent university teaching experience. Practice experience, complemented with an established program of research in acute care nursing or gerontological nursing, is particularly desirable. Requirements for the instructor position include practice expertise in psychiatric/mental health nursing, practice teaching experience and a Master's Degree in Nursing. Demonstrated commitment to team collaboration, a primary health care philosophy and interactive teaching methods are assets for both types of position. UNBSJ is located adjacent to a large teaching hospital. Strong affiliations with colleagues in this and other practice settings in the region, plus developed links in the international arena provide many rich opportunities for collaborative research projects. The Department offers a program leading to a baccalaureate Nursing degree and collaborates with the Faculty of Nursing at UNB Fredericton to offer the MN program. Integration of the BN and BN/RN streams of the program is underway. The successful applicants for the tenure-track positions will have primary teaching responsibilities in the undergraduate program; opportunities to work with graduate students are also available. The primary responsibility of the Instructor position is practice teaching with undergraduate students. Subject to budgetary approval, the tenure-track appointments will commence July 1, 1997 and the instructor position will commence December 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and the names of three references no later than April 25, 1997 to Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. The University of New Brunswick is committed to the principle of employment equity.

OPTOMETRY

UNIVERSITY OF WATERLOO — Optometry (School of Optometry). Applications are being accepted for two probationary term appointments at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who have earned a PhD and demonstrated independent research capability in vision science, pharmacology or a related field. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1997 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — School of Optometry. Clinical Teaching Position. Applications are being accepted for a full time clinical teaching position at the School of Optometry, University of Waterloo. Applicants must be eligible for licensure in Ontario. Preference will be given to applicants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1997 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ORAL HEALTH SCIENCES

THE UNIVERSITY OF ALBERTA, Faculty of Medicine and Oral Health Sciences, invites applications for a full-time, tenure-track position in oral microbiology. The successful candidate will have a proven record of research achievement and be expected to carry on an independent research program. Opportunities exist for collaborative interactions with several multidisciplinary research groups within the Faculty. Newly appointed faculty are expected to apply for external research funding from agencies such as the Alberta Heritage Foundation for Medical Research and/or the Medical Research Council of Canada. Responsibilities of the position will include the teaching of general and oral microbiology at the undergraduate and graduate levels. The primary appointment will be in the Department of Oral Health Sciences, with the possibility of a cross-appointment to other departments in the Faculty of Medicine and Oral Health Sciences. Applicants must hold a PhD or equivalent degree; a DDS or MD degree is desirable. The University of Alberta is a research-intensive, full-service University with an enrollment in excess of 26,000 students. The Faculty of Medicine and Oral Health Sciences is a multi-disciplinary faculty with approximately 370 full-time faculty members. Research endeavours are going forward in numerous areas of basic, as well as clinical and applied research in the Oral Health Sciences and in Medicine. We are searching for a faculty member who will compliment our existing strengths in scholarly teaching and research and our broadened mission within the faculty and the university. Edmonton, Alberta is a modern and dynamic metropolis with a population of approximately 700,000 people and boasts world class cultural and artistic opportunities as well as recreational and sporting activities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should forward their curriculum vitae, a brief statement of research interests, an outline of teaching experience, and names of three references to: Dr. D.J. Pehowich, Chair, Selection Committee, Department of Oral Health Sciences, 3036 Dentistry Pharmacy Centre, University of Alberta, Edmonton, AB, T6G 2N8. The deadline for receipt of applications is May 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF ALBERTA — The Faculty of Medicine and Oral Health Sciences at the University of Alberta invites applications for two tenure-track positions at the Assistant Professor level and in the general area of Biomaterials. The first position is tenable in either the Department of Biomedical Engineering or in the Department of Oral Health Sciences, depending on the expertise and qualifications of the successful candidate, who will hold either a PhD degree or a DDS, DMD or MD degree. The second position, tenable in the Department of Biomedical Engineering, and for which a PhD is required, will be funded initially by a Whitaker Foundation Grant but will be converted to normal funding channels after three years. The successful candidates will be expected to contribute to the University teaching programme and to carry out independent research based on already documented research achievement. Activity in one of the fields of biodegradable materials, cell/tissue interactions with biomaterials, dental materials or prosthetic materials would be considered an advantage. It is also convention that recruits to this Faculty participate in external agency competitions to seek external salary support. The starting salary will be m the range $39,230 to $55,526 per annum, dependent on experience. The University of Alberta is a research-intensive, full-service University with an enrollment in excess of 29,000 students. The Faculty of Medicine and Oral Health Sciences is a multi-disciplinary faculty with approximately 370 full-time faculty members. Research endeavours are going forward in numerous areas of basic, as well as clinical and applied research in the Oral Health Sciences and in Medicine. We are searching for a faculty member who will compliment our existing strengths in scholarly teaching and research and our broadened mission within the faculty and the university. Edmonton, Alberta is a modern and dynamic metropolis with a population of approximately 700,000 people and boasts world class cultural and artistic opportunities as well as recreational and sporting activities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae, including a list of publications, the names of three referees, and a one page outline of research plans to: Mr. Philip Stack, Executive Officer to the Dean, Faculty of Medicine and Oral Health Sciences, 222 W.C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. Deadline for the receipt of applications is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PATHOLOGY

UNIVERSITY OF OTTAWA — The Faculty of Medicine of the University of Ottawa is currently seeking to fill the following position: Chair, Department of Pathology and Laboratory Medicine, September 1997. The Department of Pathology and Laboratory Medicine of the

School of Nutrition, Consumer & Family Studies

Faculty Position

Ryerson's School of Nutrition, Consumer & Family Studies invites applications for a tenure-track faculty position, subject to budgetary approval. The position is effective August 1, 1997.

Positioned within the Faculty of Community Services, the school shares a commitment to the integration of theory and practice in both teaching and applied research and values interdisciplinary initiatives and innovative approaches to professional education.

The School of Nutrition, Consumer & Family studies offers a comprehensive baccalaureate program in food and nutrition to 330 students. The mission of the undergraduate program is to prepare food and nutrition specialists who bring to their practice an understanding of the diverse needs and quality of life issues of individuals, families and communities in Canada. The undergraduate program is accredited by Dietitians of Canada. Future initiatives of the school include the addition of graduate and post-degree dietetic externship offerings.

The successful candidate will • assume major teaching responsibility and curricular leadership for foods courses • participate in the school's research program • and develop ongoing placement and research ties with business and community partners. The appointee will be required to establish and maintain an active research program.

Candidates should possess a relevant Ph.D., be eligible for registration in the College of Dietitians of Ontario and have 5 years' academic, professional and/or industry experience. Preference will be given to candidates with experience in food service systems, scientific and regulatory affairs, food safety, biotechnology and/or nutriceuticals. Candidates must demonstrate a capacity for research and scholarly activity, curriculum development, outreach to industry and health sectors, and an ability to work in a multi-disciplinary environment.

Applicants are requested to submit their curriculum vitae, the names and addresses of three references and a letter outlining how their expertise fits with the school's overall activities. This should be submitted, no later than April 18, 1997, to: Patricia E. Jensen, Director, School of Nutrition, Consumer & Family Studies, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Ryerson encourages applications from women, members of visible minorities, aboriginal peoples and persons with disabilities.

RYERSON

DALHOUSIE UNIVERSITY
School of Nursing — Limited Term Appointment

The School of Nursing, Dalhousie University is accepting applications for a three year limited term appointment beginning August 1, 1997, with potential for renewal. The successful candidate will be an integral part of a team responsible for implementing and evaluating clinical and classroom courses within the Neonatal Stream of the Advanced Nursing Practice Option of the Master of Nursing Program.

The successful candidate will have the opportunity to negotiate a joint appointment with the IWK/Grace Health Centre for Children, Women and Families. The IWK/Grace is the obstetric and paediatric referral centre for the Maritime Provinces and a teaching hospital of Dalhousie University. It is a partner with Dalhousie School of Nursing in the delivery of nursing education.

The candidate will possess a Masters in Nursing or equivalent, and preparation as a Neonatal Nurse Practitioner. Recent clinical and teaching experience in this role is essential.

Interested persons should submit a cover letter, a curriculum vitae, evidence of eligibility for registration with the Registered Nurses Association of Nova Scotia, and name, address, and phone numbers of two referees, including most recent employer to the **Director's Office, Dalhousie University School of Nursing, Halifax, N.S. B3H 3J5.**

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Application deadline: **April 1, 1997** or until position is filled.

University of Ottawa includes over 50 academic staff who contribute significantly to undergraduate and postgraduate education and research. The Department administers five Royal College postgraduate residency training programs in General, Anatomical and Hematology Pathology, Medical Biochemistry and Microbiology. The Department also hosts the Canadian Reference Center for Cancer Pathology (CRCCP) and a unit in forensic pathology. The successful candidate will be responsible for the entire administration of the Department of Pathology and Laboratory Medicine; for maintaining and strengthening the educational programs and training at all levels; and for the maintenance and continuing development of strong research programmes. The successful candidate must be eligible to practice in Ontario, MD and/or PhD, FRCPC. Working knowledge of both English and French is preferred; commitment to support bilingualism within the Faculty is essential. Salary and academic rank will be commensurate with qualifications and experience. Deadline for application: April 15, 1997. Forward curriculum vitae and the name of three references to Dr. Peter Walker, Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, K1H 8M5. For more information on the Department and the Faculty of Medicine visit our site at www.uottawa.ca/academic/depts.html. In accordance with the Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Ottawa is committed to equity in employment.

UNIVERSITÉ D'OTTAWA — La Faculté de médecine de l'Université d'Ottawa sollicite des candidatures au poste de Directeur / Directrice du Département universitaire de pathologie et de médecine de laboratoire, Septembre 1997. Le Département de pathologie et de médecine de laboratoire a un corps professoral d'une cinquantaine de personnes et joue un rôle important dans le programme d'études médicales du 1er cycle et administre cinq programmes d'études postdoctorales agréés par le Collège royal des médecins et chirurgiens du Canada (anatomopathologie, biochimie, pathologie générale, pathologie hématologique et microbiologie). Il accueille le Centre canadien de consultation en pathologie oncologique et le Centre régional de pathologie médico-légale. La personne choisie sera responsable de l'administration générale du Département de pathologie et de médecine de laboratoire, du maintien et du développement des programmes d'études médicales de 1er cycle et de formation postdoctorale, ainsi que de la direction scientifique et du programme de recherches du Département. Vous devez être admissible à exercer la profession médicale en Ontario et posséder l'agrément de spécialiste en pathologie du Collège royal des médecins et chirurgiens du Canada (MD et/ou PhD, FRCPC). La connaissance de l'anglais et du français est souhaitable. L'engagement à promouvoir le bilinguisme au sein de la Faculté est primordial. Le traitement et le rang professoral seront fonction de votre formation et de votre expérience. Pour postuler, veuillez faire parvenir votre dossier de candidature (incluant votre curriculum vitæ et le nom de trois répondants) d'ici le 15 avril 1997 au Dr Peter Walker, Doyen, Faculté de médecine, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario), K1H 8M5. Pour plus d'information au sujet du Département et de la Faculté de médecine, voyez notre site au www.uottawa.ca/academic/depts.html. Conformément aux exigences canadiennes d'immigration, ce concours s'adresse aux personnes de citoyenneté canadienne ou qui ont obtenu la résidence permanente. L'Université a une politique d'équité en matière d'emploi.

PHARMACOLOGY

UNIVERSITY OF ALBERTA — Department of Pharmacology. The University of Alberta invites applications from suitably qualified candidates for a tenure-track position at the level of Assistant Professor to contribute to the research and teaching endeavours in the Department of Pharmacology. The current salary range is $39,230 - $55,526. The Department has particular strengths in the areas of neuroscience, cardiovascular pharmacology, and cancer chemotherapy but those with interests in other areas of the discipline are also encouraged to apply. The position will be funded through external agencies for an initial period of five years, but the incumbent will enjoy the privileges of the University academic rank of Assistant Professor. The granting of these awards is by competition and is made on the basis of merit. In accordance with Canadian Immigration requirements, this advertisement is directed to Citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a curriculum vitae, a statement of research interests and objectives, together with the names of three referees, should be sent to: Dr. T.L. Martin, Professor and Chair, Department of Pharmacology, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. The closing date for applications is May 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHILOSOPHY

SAINT MARY'S UNIVERSITY — Department of Philosophy. Saint Mary's University invites applications for, subject to final funding approval, a tenure-track position in the Department of Philosophy at the rank of Assistant Professor. Candidates should be competent to teach a range of philosophy courses at the undergraduate level. Competence in Aesthetics would be an asset. A Ph.D. in Philosophy is required. Send letter of application, curriculum vitæ, three letters of reference and samples of scholarly work to: Wayne Grennan, Acting Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Deadline for applications is March 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

MCGILL UNIVERSITY — Department of Philosophy. Assistant Professor, tenure track, beginning September, 1998. History and/or Philosophy of Science. The successful candidate will be expected to play a central role in developing an interdisciplinary course of studies in the history of science, the philosophy of science, and the history of the philosophy of science. PhD required; spoken French an asset. Normal duties include two courses per semester, tutorials, honours and graduate thesis supervision, and the usual departmental assignments. McGill University is committed to equity in employment. Dossiers, including academic records, evidence of teaching ability, letters of reference, and written samples of research should be sent to: Appointments Committee (History and Philosophy of Science), Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, by April 7, 1997. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCGILL UNIVERSITY, Montreal, Quebec. Nine-month sessional appointment(s). Candidates should have a PhD and be prepared to teach some introductory courses and either advanced logic or advanced ethics, including applied ethics or philosophy of law. The Department is committed to equity in employment. Application deadline: April 11, 1997. Send applications, including CV, letter of reference, writing sample and graduate transcript to: Appointments Committee, Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3- and 4-year B.A. and B.Sc. degrees and 2-year after degree B.Ed., is inviting applications from women and men for a 2-year, full-time sessional position in philosophy. The successful candidate will teach the introductory undergraduate philosophy course required of all students which, as part of the College's required core, introduces foundational issues and articulates a Christian approach to philosophical inquiry. The successful candidate will be outward looking, have an interest in interdisciplinary studies, and show an ability to work with colleagues from other disciplines. The candidate will demonstrate graduate level course work and competence to teach upper-level courses in philosophy of natural and social sciences and history of philosophy (modern, contemporary). The University College will advertise and fill a tenure-track position in philosophy in 1999. A doctorate is preferred although ABD candidates will be considered; agreement with the University College's Christian Statement of Faith and Mission Statement is required. Term: July 1, 1997 - June 30, 1999. Deadline: March 15, 1997. Send application letter, curriculum vitæ, copies of transcripts, and three referees' names to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125 - 50 Street, Edmonton, Alberta T6B 2H3, Telephone (403) 465-3500; email: skward@kingsu.ab.ca; Web: www.kingsu.ab.ca

PHYSICAL EDUCATION & RECREATION

UNIVERSITY OF ALBERTA — Faculty of Physical Education and Recreation. Applications are invited of two tenure-track positions in Recreation and Leisure Studies at the Assistant Professor level (current salary $39,230 to $55,526), or, potentially, at the Associate Professor level (current salary $48,736 to $69,664). Both are available July 1, 1997, or at a mutually agreeable date. Applications are invited from individuals who hold a Doctoral degree in Recreation and Leisure Studies - or in a related discipline, with a demonstrated commitment to the recreation and leisure studies filed. The successful candidates will be expected to teach in the undergraduate and graduate programs to supervise graduate students, and to maintain a personal research program leading to publications in refereed journals. Membership in, and involvement with, academic and professional organizations in the recreation and leisure studies field is desirable. The Faculty of Physical Education and Recreation offers two undergraduate degrees (BPE and BA in Recreation Administration), a combined degrees program with the Faculty of Education (BPE/BED), Master of Science and Master of Arts degrees, an MBA in Sport and Leisure Management offered jointly with the Faculty of Business, and a PhD degree. The aim of the Recreation Administration undergraduate program is to prepare professionals for a wide variety of roles in leisure and recreation in Canada and Alberta. The core component of this program includes a range of courses emphasizing both the social science foundations of leisure and professional preparation for recreation practice. As well, the program has three areas of concentration: community leisure, recreation and resource/environments and heritage resources; and recreation and leisure for special populations. The graduate program is primarily research based, but also includes a course-based MA, and the MBA m Sport and Leisure Management. The successful candidates will be expected to teach courses in the core component of the undergraduate program and in at least one of the areas of concentration. As well, they will be required to teach and supervise students in the graduate programs. Further details regarding the Faculty and these positions are available upon request. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a description of research, teaching, and professional interests, accompanied by a curriculum vitæ and the names of three referees, should be sent prior to April 1, 1997 to: Dr. T.L. Burton, Acting Dean, Faculty of Physical Education and Recreation, The University of Alberta, Edmonton, Alberta, T6G 2H9. For further information, please contact: Dr. T.D. Hinch, Faculty of Physical Education and Recreation. The University of Alberta, Edmonton, Alberta, T6G 2H9, Telephone: (403) 492-2759, Fax: (403) 492-2364, email: dhinch@pecul.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHYSICS

UNIVERSITY OF TORONTO — Department of Physics. Contractually-Limited Faculty Appointment (5 Year Term), Atmospheric Remote Sounding from Space. The Department of Physics plans to make a term appointment of up to five years duration in the above area, with a starting date ASAP after 15 April, 1997. The ideal candidate will possess a PhD in a relevant area. The candidate will undertake teaching and research activities in the Atmospheric Physics Group working with the holder of the NSERC Industrial Chair in Atmospheric Remote Sounding from Space. Potential areas of research include, space instrument testing (including testing of the MOPITT instrument currently under construction), instrument design, atmospheric spectroscopy, data processing and global data analysis. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitæ and three letters of reference, should be sent to Professor D. York, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada, M5S 1A7. The deadline for the receipt of applications and letters of reference is 15 April, 1997. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Physics. University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in the areas of applied materials processing and development, laser microprocessing, or material science in a space environment, although outstanding candidates in other fields of materials research will also be considered. In exceptional cases appointment at a more senior level will be considered. Appointments will be available September 1, 1997. Applicants must have a PhD degree and post-doctoral experience with a strong record of research, and strong interactions with industry will be encouraged. Duties include research, teaching at undergraduate and graduate levels, and supervising graduate students. Salary range commensurate with qualifications and experience. Candidates should submit a curriculum vitæ, an outline of research accomplishments, a brief research plan, a statement of their teaching goal, and the names and addresses of at least three referees by April 30, 1997 to Dr. J.R. Lepock, Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext.2214; E-mail: PHYSICS@UWATERLOO.CA; Fax: (519) 746-8115. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in one or more of the following areas of experimental biophysics: biophysical studies of materials, biomedical materials, X-ray diffraction of biological macromolecules, and soft condensed matter; although outstanding candidates in other fields of materials research will also be considered. In exceptional cases appointment at a more senior level will be considered. Appointments will be available September 1, 1997. Applicants must have a PhD degree and post-doctoral experience with a strong record of research, and strong interactions with industry will be encouraged. Duties include research, teaching at undergraduate and graduate levels, and supervising graduate students. Salary range commensurate with qualifications and experience. Candidates should submit a curriculum vitæ, an outline of research accomplishments, a brief research plan, a statement of their teaching goal, and the names and addresses of at least three referees by April 30, 1997 to Dr. J.R. Lepock, Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext.2214; E-mail: PHYSICS@UWATERLOO.CA; Fax: (519) 746-8115. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Physiology, Research Scholars. The Department is seeking individuals to sponsor for Canadian Scholarship awards. Candidates should have a PhD and/or M.D. in an appropriate biological science and a minimum of two years postdoctoral training. Research may be in any area of physiology and criteria for selection will be research excellence and potential for a strong independent research programme. Selected candidates will be required to submit Scholarship and Research Applications by September 30, 1997 with potential starting date of July 1, 1998. Successful candidates will be appointed at the level of Assistant Professor (grant tenure track). The Department currently has a wide range of research activities with particular strengths in cardiovascular physiology, neurophysiology, endocrinology, and gastrointestinal physiology. Applications including curriculum vitæ, a brief statement of research interests, and the names of three individuals willing to supply a letter of reference, should be submitted by March 31, 1997 to Dr. Kenneth G. Baimbridge, Head, Department of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. The University of British Columbia welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA invites applications from highly qualified individuals for two positions at the level of Assistant Professor in the fields of cardiovascular physiology and endocrinology. The salary range is $39,230 - $55,526. These positions will be funded through external agencies for an initial period of five years, but the incumbent will enjoy the privileges of the University academic rank of Assistant Professor. The granting of these awards is by competition and is made on the basis of excellence, and applicants will need an academic record commensurate with the expectations of these agencies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a curriculum vitæ, a statement of research interests and objectives, and the names of three referees, should be sent to: Dr. E.J. Sanders, Professor and Chair, Department of Physiology, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Closing date is April 1, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

POLITICAL SCIENCE

SAINT MARY'S UNIVERSITY — The Department of Political Science, Saint Mary's University, invites applications for a tenure-track appointment at the rank of Assistant Professor, effective September 1, 1997. Ph.D. expected. Responsibilities include teaching at the introductory level plus Canadian Government and/or Comparative Government. While any specialty will be considered, the ability to teach in one or more of the following areas will be considered to be an advantage: political economy, law and politics, provincial and local politics, or women and politics. Candidates are asked to forward a curriculum vitæ and three letters of reference to: Dr. Ronald G. Landes, Chairperson, Selection Committee, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; Fax: (902) 420-5181. Deadline for applications is April 4, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

L'Université de Moncton sollicite des candidatures aux postes suivants :

Professeures ou professeurs de génie électrique

École de génie de l'Université de Moncton

(Sous réserve d'approbation budgétaire)

L'École de génie de l'Université de Moncton est à la recherche de deux professeurs à temps complet au rang d'adjointe ou d'adjoint, postes menant à la permanence après évaluation et stage probatoire.

Fonctions

Vous enseignerez le génie électrique aux premier et deuxième cycles dans les domaines suivants : conception de circuits intégrés à très grande échelle (VLSI) et électronique associée ou application des techniques de programmation et de génie du logiciel à l'instrumentation et au contrôle des processus. Dans les deux cas, une connaissance opérationnelle des logiciels commerciaux servant à la conception et à la synthèse de réalisations pratiques est essentielle. Une expérience industrielle pertinente serait un atout majeur. Vous aurez également à faire de la recheiche et du développement dans des domaines pertinents en plus de diriger des projets et des mémoires. Enfin, vous participerez aux activités universitaires et de partenariat avec les industries.

Qualifications

Vous devez posséder un doctorat, ou l'équivalent, dans la discipline en question et être membre de l'Association des ingénieurs du Nouveau-Brunswick ou admissible à le devenir.

Entrée en fonction : le 1er juillet 1997.

Veuillez faire parvenir avant le 11 avril 1997 un curriculum vitæ détaillé accompagné du nom de trois personnes à titre de référence, à **M. Nassir El-Jabi, Directeur, École de génie, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

UNIVERSITÉ DE MONCTON

L'Université de Moncton applique une politique d'équité en matière d'emploi. Ces postes sont également offerts aux femmes et aux hommes. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement

Director, Centre for Innovative Management

Home of Athabasca University's MBA Program

Athabasca University's Centre for Innovative Management, located in St. Albert, is seeking an entrepreneurial academic leader to lead and coordinate the work of the Centre for Innovative Management. This newly created position is a result of the realignment of the duties and responsibilities of the current Executive Director of the MBA Program to include responsibility for University Development.

Operating Canada's largest executive MBA, taught largely through computer based learning, the Centre is a self-managed business unit within Athabasca University which operates without government subsidy and on the basis of self-financing. Begun in 1993, the MBA now has over 300 students, and is expanding. Partnerships have been developed with other organizations for joint degree programs and for credit transfer.

The Director, who will be expected to teach in the MBA, will report to the Vice-President Academic and will liaise with the Executive Director University Development with respect to marketing. The successful candidate will have responsibility for budgets, staffing and program quality and performance. The ideal candidate will be expected to qualify for a senior academic appointment at the University and will have experience with technology based adult learning and will possess skills in the area of executive management education.

Initially, the position is being offered for a tour year term. The salary and benefits offered shall be commensurate with the successful candidate's academic qualifications, plus an additional stipend awarded for the directorship.

Academic Team Members

The Centre for Innovative Management's MBA team is seeking additional academic team members to coach, guide and mentor students in the fields of financial and managerial accounting, operations management, information systems and strategic management; and to assist in the development of courses and materials for electronic delivery.

Our emphasis is on teaching and learner support. Academic team members are non-tenured contingent contract employees, working on three-year renewable contracts. Successful candidates will hold a PhD. in an appropriate discipline, and will be competent in the use of computing technology, committed to service quality, and supportive of distance education.

Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: **Linda Reimer, Office of the President, Athabasca University, Box 10,000, Athabasca, AB, T9S 1A1 or e-mail lindar@admin.athabascau.ca. Further information about the position may be obtained from Dr. Alan Davis at (403) 675-6185, fax (403) 675-6431 or e-mail aland@cs.athabascau.ca. Closing date for this competition is April 30, 1997.**

Athabasca University

CLASSIFIEDS

POLITICAL STUDIES

TRENT UNIVERSITY Political Studies Department invites applications for a ten month limited term appointment to commence July 1, 1997. The candidate will be required to teach the Introductory Politics course during the six week summer session: July 2, 1997 - August 13, 1997 and the same course during the winter session, September 1, 1997 - April 30, 1998 (when it is a team-taught course); and some of the following: Canadian Politics; Canadian Political Economy; Canadian Public Policy; Canadian Federalism/ Provincial Politics; North American Relations. Qualifications: Candidate should have a Ph.D. and teaching experience in Introductory Politics; Canadian Political Economy or Political Policy, Canadian Federalism or Provincial Politics or North American Relations. Applicants should submit not later than April 1, 1997: a letter of application, a curriculum vitae; the names, addresses, phone numbers or e-mail address of at least three referees; and a brief description of teaching experience to: Professor Joseph Wearing, Chair, Political Studies Department, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

UNIVERSITY OF ALBERTA — The Department of Educational Psychology. University of Alberta, invites applications for a tenure-track position in counselling psychology. The appointment, effective July 1, 1997, will be at the Senior Associate Professor level with a salary commensurate at this level. Responsibilities will include teaching at the undergraduate and graduate level, and graduate student supervision at the Masters, and Doctoral level. The successful candidate will be expected to pursue a program of research and scholarship and provide leadership in the discipline. All applicants should have a Doctoral degree in counselling psychology with a well defined research program and evidence of research competence. Preference will be given to applicants from approved CPA/APA counselling psychology programs. The application deadline is April 15, 1997. Applications including a current curriculum vitae, the names of three referees, a statement of research interests, and samples of scholarly work should be submitted to Dr. L.L. Stewin, Chair, Department of Educational Psychology, 6-107C, Education North, University of Alberta, Edmonton, Alberta, T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF BRITISH COLUMBIA — A full-time research assistant with a M.Sc. or higher degree and a minimum of 3 years of research experience in electrophysiology and neuroanatomy is needed in a biopsychology laboratory. The laboratory is engaged actively in the study of the neural bases of working memory and the pathophysiological mechanisms of schizophrenia. Qualified candidate must be experienced in using in vitro intracellular and whole-cell patch-clamp recording techniques (current- and voltage-clamp modes) in brain slices to perform dual-cell and dendritic recordings. The candidate must also be experienced in basic immunohistochemical methods for neurochemical identification of the recorded neurons. The ability to perform in vivo single-unit and field potential recordings in anesthetized or freely-moving animals are an asset. Successful candidate is expected to carry out all research projects with minimum supervision, but full supervision will be expected in data analyses and preparation of reports for publication. The position is fully grant-funded. Qualified candidate should contact Dr. Charles Yang before April, 1st, 1997. Dept of Psychology, University of British Columbia, 2136 West Mall, B.C. V6T 1Z4

SAINT MARY'S UNIVERSITY — Department of Psychology. Applications are invited for a one-year term appointment at the Assistant Professor level starting September 1, 1997. This is a leave replacement position which may be extended for a further two years. A Ph.D. in psychology is required; however, Ph.D. candidates near completion will also be considered. We seek an individual with teaching and research skills in any area of applied psychology, particularly those related to occupational health. An ability and willingness to teach courses at the introductory level as well as in psychological statistics and research methods is desirable. The successful applicant will be expected to develop an active program of scholarly investigation and to contribute in teaching and research to the graduate program. The Department has a major and honors curriculum and offers an M.Sc. degree in applied psychology. Applicants should furnish a curriculum vitae, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to: Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Applications will be processed as files are completed and until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

TRENT UNIVERSITY — Subject to budgetary approval, the Department of Psychology of Trent University invites applications for a ten-month limited term position commencing August 1, 1997, at the Lecturer or Assistant Professor level. (Commencing July 1, 1998, this appointment will be replaced by a tenure-track position which will be advertised at the appropriate time.) Candidates for the limited term position should have completed (or be near completion of) the Ph.D. by the start of the appointment. Preference will be given to candidates with research and undergraduate teaching interests and/or experience in the general area of human development, including child psychology, exceptional development, life-span development, health psychology and/or aging; responsibilities will include teaching the equivalent of two full courses in some combination of the above areas. Salary will be based on qualifications and experience; the base of the salary range at the Assistant Professor level is $42,025 per annum. Candidates should submit a curriculum vitae, selected reprints and any other supporting materials, and three (3) letters of reference, to Dr. Peter Watson, Chair, Department of Psychology, Trent University, Peterborough, Ontario, K9J 7B8. The deadline for applications is April 15, 1997, although later applications may be considered. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons.

QUEEN'S UNIVERSITY — Department of Psychology. A tenure-track position at the Assistant Professor level (subject to final budgetary approval) is available starting 1 July 1997, or as soon as possible thereafter, in the area of Behavioural Neuroscience. The position is open to all specializations within the broad area of behavioural neuroscience, but we seek a candidate with active research interests that have some link to the study of neurotransmitters and behaviour. For example, research interests might include neural bases of learning, memory, or motivation, techniques might include in vivo microdialysis, in vivo voltammetry, or genetic markers of metabolic activity in conjunction with behavioural testing. The successful candidate will have a PhD in Psychology or Neuroscience and will be expected to be able to teach graduate and undergraduate courses and to supervise the research of graduate and undergraduate students in Psychology. Emphasis will be place on demonstrated research competence, teaching ability and potential for collegial service. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Queen's University is located int he historic city of Kingston, an attractive community of approximately 120,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. Applications will be accepted until 1 May 1997, or, subsequently, until the position is filled. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. R. Kalin, Head Department of Psychology, Queen's University, Kingston, ON K7L 3N6. Phone: 613-545-2492; fax 613-545-6450

UNIVERSITY OF SASKATCHEWAN — Developmental Psychology. Applications are invited for a tenure-track Assistant Professor appointment effective July 1, 1997. We are looking for candidates who show promise in developing a strong theoretically-based program of research in life-span development focussing on adolescence, adulthood, and/or aging. In particular, we seek candidates with a specialization in social development, cultural or native studies, and/or women's and gender studies. Candidates willing and able to engage in interdisciplinary research are especially encouraged to apply. The successful applicant will be expected to teach both undergraduate and graduate courses, supervise students with compatible research interests from within our three graduate programs (experimental psychology, applied social psychology and clinical psychology) and maintain an active research program. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Applicants should submit a curriculum vitae, copies of relevant research papers and arrange to have three letters of reference sent to: Dr. Jim Cheesman, Head, Department of Psychology, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, Canada S7N 5A5. The deadline for applications is March 31, 1997 but applications submitted later may be considered.

ST. THOMAS UNIVERSITY — The Department of Psychology at St. Thomas University invites applications for a ten-month, limited-term position, area of specialization open, for the 1997-1998 academic year, at the rank of assistant professor. The position is subject to budgetary approval. St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be expected to teach undergraduate courses in the areas of learning, behaviour modification, statistics and research methods, as well as supervising an honours thesis. A PhD degree, or imminent completion, is required. Applicants are asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Dr. Ian Fraser, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: March 15, 1997, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by the date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

RENISON COLLEGE invites applications for a tenure-stream appointment in Psychology at the rank of Assistant Professor commencing August 1, 1997. Renison College is an affiliated liberal arts college of the University of Waterloo committed to excellence in undergraduate teaching. The College offers an interdisciplinary undergraduate social science program with a concentration in social work, in addition to courses in several other disciplines. Candidates must have a PhD, demonstrated expertise in Child Psychology, publications and an active research program. Ideally they will have experience in teaching undergraduate courses in social statistics and social research design as well as courses in Psychology. A high level of skill and interest in teaching is requisite. The ability to team-teach in interdisciplinary courses and to develop distance education courses would be an asset. Applications including a curriculum vitae, a statement of research interests, documentation of teaching experience and letters of three referees should be forwarded to Dr. Gail Brandt, Principal and Vice-Chancellor, Renison College, 240 Westmount Rd. N. Waterloo, Ontario, N2L 3G4. The closing date for applications is 15 April 1997. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Renison College encourages applications from all qualified individuals, including women, aboriginal peoples, visible minorities and persons with disabilities.

RELIGIOUS STUDIES

MOUNT SAINT VINCENT UNIVERSITY — Department of Religious Studies. Applications are invited for a full-time, tenure-stream appointment, at the Lecturer or Assistant Professor level beginning July 1, 1997. Applicants should possess a PhD, have research publications and ability to teach undergraduate courses in Christian studies and ethics, world religions and women in religion. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of the referees, should be sent by April 15, 1997 to Dr. David Burrow, Dean of Arts & Science, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SCIENCE COMPTABLES

UNIVERSITÉ LAVAL — Professeure, professeur en sciences comptables. Description du poste: enseigner et encadrer des étudiantes et étudiants au niveau du certificat, du baccalauréat, de la licence, du diplôme, de la maîtrise et du doctorat dans les cours de base ainsi que dans un des domaines de spécialisation suivants: fiscalité, comptabilité de management et vérification informatique. Effectuer de la recherche en sciences comptables pour fins de publication dans les revues scientifiques. Participer aux autres aspects de la vie interne et externe du département. Critères de sélection: être titulaire d'un doctorat avec spécialisation en sciences comptables ou un domaine connexe ou être sur le point de le compléter. Une expérience pertinente dans le domaine de spécialisation ainsi qu'un titre professionnel seront un atout. Toute candidature de qualité, dans les champs de spécialisation mentionnés ci-haut, sera considérée. Les personnes choisies devront démontrer des aptitudes pour chacune des fonctions reliées au poste. Date d'entrée en fonction: le 1er juillet 1997. Les personnes intéressées à postuler sont priées de faire parvenir, avant le 16 mai 1997, leur curriculum vitae, une description de leur domaine de compétence, un bref exposé du programme de recherche qu'elles souhaiteraient entreprendre ainsi que le nom, l'adresse et le numéro de téléphone de deux personnes pouvant fournir des références à: Monsieur Daniel Coulombe, Département des sciences comptables, Faculté des sciences de l'administration, Pavillon Palasis-Prince, Cité Universitaire, (Québec) G1K 7P4. En vertu de son programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

SECONDARY EDUCATION

UNIVERSITY OF ALBERTA — Department of Secondary Education invites applications for a full-time tenure-track position in English Language Arts Education. The appointment, effective July 1, 1997, will be at the Assistant Professor level with a minimum salary of $40,000. Duties will include teaching at the undergraduate and graduate level in English language arts and curriculum studies, field experiences supervision, and graduate student supervision at the Master's and doctoral level. The successful candidate will be expected to pursue an active program of research and scholarship. Applicants will have a doctorate or be near completion; a recognized teaching certificate and experience teathing in secondary schools; and demonstrated research competence. Expertise in the areas of general curriculum, or language and culture, and evidence of successful teathing at the postsecondary level will be definite assets. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a current curriculum vitae, statement of research interests, an example of a recently published work, and the names of three referees, should be submitted to Dr. J.E. Oster, Acting Chair, Department of Secondary Education, Faculty of Education, of Alberta, Room 341 Education South, Edmonton, Alberta T6G 2G5. The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Secondary Education invites applications for a full-time tenure-track position in Science Education. The appointment, effective July 1, 1997, will be at the Assistant Professor level with a minimum salary of $40,000. Duties will include teaching at the undergraduate and graduate level in science education and curriculum studies, field experiences supervision, and graduate student supervision at the Master's and doctoral level. The successful candidate will be expected to pursue an active program of research and scholarship. Applicants will have a doctorate or be near completion; a recognized teaching certificate and experience teaching in secondary schools; and demonstrated research competence. Expertise in the areas of general curriculum, or research methodology, and evidence of successful teaching at the post-secondary level will be definite assets. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a current curriculum vitae, statement of research interests, an example of a recently published work, and the names of three referees, should be submitted to Dr. J.E. Oster, Acting Chair, Department of Secondary Education, Faculty of Education, University of Alberta, Room 341 Education South, Edmonton, Alberta T6G 2G5. The application deadline is March 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL WORK

DALHOUSIE UNIVERSITY — The Maritime School of Social Work of Dalhousie University invites applications for two probationary tenure track positions at the Assistant Professor level, commencing August 1, 1997. The successful candidates will be expected to teach in the BSW and MSW programs and to undertake related research. The generic BSW includes core courses in social work theory/practice, social welfare policy, cross cultural issues, and fields such as child welfare, addictions, and disability. The MSW offers specializations in 1) community practice, 2) family and child welfare practice, 3) health. Both the BSW and MSW incorporate analyses of systemic inequalities pertaining to social factors such as gender, sexual orientation, race, ethnicity, class, age, disability; examine social problems, policy and practice in a political economy framework; and aim to develop practitioners who are effective in contributing to progressive personal and community change. The School has a long standing affirmative action policy in relation to the region's Aboriginal, Black, Acadian and disability communities. It seeks to further curriculum development and scholarly work in the areas of diversity and anti oppressive social work. Distance education is an area requiring development. Candidates should have a Ph.D. or equivalent degree in Social Work or a related field, demonstrated achievement in research and scholarly work, teaching, and experience in social work practice and/or social policy. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to submit federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et qui veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING RATES

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year: 1st week of each month September through June.

MAY	JUNE
CLASSIFIED Apr 7/97 • 12 pm	CLASSIFIED May 9/97 • 12 pm
DISPLAY Api 14/97 • 12 pm	DISPLAY May 16/97 • 12 pm

DATES LIMITES

Le Bulletin est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

MAI	JUIN
ANNONCES CLASSÉES 7 avr/97 • 12h00	ANNONCES CLASSÉES 9 mai/97 • 12h00
GRANDES ANNONCES 14 avr/97 • 12h00	GRANDES ANNONCES 16 mai/97 • 12h00

TARIFS DE PUBLICITÉ

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ANNONCES CLASSÉES

disabilities. Applications, including a curriculum vitae and the names of three academic and professional references, should be sent by March 31, 1997 to Dr. Fred Wien, Acting Director, Maritime School of Social Work of Dalhousie University, Halifax, NS B3H 3J5. Tel (902) 494-3760. Fax (902) 494-6709.

RENISON COLLEGE invites applications for a three-year (limited term) appointment, subject to budgetary approval, at the Assistant Professor level from July 1, 1997 to June 30, 2000. Renison College is an affiliated liberal arts college of the University of Waterloo committed to excellence in undergraduate teaching. The College offers an interdisciplinary undergraduate social science major with a concentration in social work, in addition to courses in several disciplines. Applicants should possess a PhD/DSW, have a record of scholarly research and publications, and evidence of a high level of accomplishment in teaching. Applicants will be considered from all fields, but preference may be given to those with expertise in mezzo area practice, gender and diversity issues. The ability to teach courses in social statistics and social research design, to team-teach in interdisciplinary courses and to develop distance education courses would be an asset. Applications including a curriculum vitae, a statement of research interests, documentation of teaching experience and letters of three referees should be forwarded to Dr. Gail Cuthbert Brandt, Principal and Vice-Chancellor, Renison College, Westmount Dr. N., Waterloo, Ontario, N2L 3G4. The closing date for applications is 15 April 1997. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Renison College encourages applications from all qualified individuals, including women, aboriginal peoples, visible minorities and persons with disabilities.

SOCIOLOGY & ANTHROPOLOGY

UNIVERSITY OF GUELPH — The Department of Sociology and Anthropology at the University of Guelph invites applications for a tenure track position at the assistant professor level to begin July 1, 1997. The successful applicant must have demonstrated research and teaching interests in the areas of criminology/criminal justice/penology, plus an additional area which compliments department needs. Candidates should have completed a doctorate and possess teaching experience. Applications, including a full cv., a statement of teaching and research experience and teaching preferences, and the names of at least three referees, should be sent to: Dr. Ronald Hinch, Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario N1G 2W1. The deadline for applications is April 1, 1997. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

SPANISH

WILFRID LAURIER UNIVERSITY — The Department of Modern Languages and Literatures at Wilfrid Laurier University invites applications for a tenure track position in Spanish at the rank of Assistant Professor to begin July 1, 1997, subject to budgetary approval. A completed PhD, native or near-native fluency in Spanish, and demonstrated research potential are required. Experience in and commitment to teaching are essential. Knowledge of the methodology of teaching Spanish as a second language would be an asset. The successful candidate would be expected to teach courses at all levels, including Business Spanish and Peninsular literature. Applications, including a letter of application, curriculum vitae, teaching dossier, and letters of reference sent directly by referees, should be sent to Dr. Gerhard Friesen, Department of Modern Languages and Literatures, Wilfrid Laurier University, Waterloo, Ont. N2L 3C5. The deadline for receipt of all materials March 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity.

SPANISH & LATIN AMERICAN STUDIES

UNIVERSITY OF WATERLOO — The Department of Spanish and Latin American Studies at the University of Waterloo invites applications for a two-year (limited term) appointment. Although we encourage candidates with a PhD in any area of Hispanic Studies to apply, strong consideration will be given to those candidates with specific interest in language teaching and experience in the use of computer language technology. Ability to teach courses in Peninsular literature and/or culture courses in English will also be an asset. The successful candidate must have excellent command of both the Spanish and English languages, and must show potential for outstanding teaching and research in the area of his/her interest. The appointment will be made at the Assistant Professor level and salary will be the floor for that rank. The appointment will be effective July 1, 1997 to June 30, 1999. The closing date for applications will be when the position is filled. Send applications including curriculum vitae and the names of three referees to A. Fama, Chair, Spanish and Latin American Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

STATISTICS

UNIVERSITY OF TORONTO — Erindale College, Department of Statistics. Subject to budgetary approval, the Department of Statistics invites applications for a one-year contractually limited term appointment at the Assistant Professor level starting July 1, 1997. The department is interested in candidates with research interests in any area of Probability and Statistics. Duties will include undergraduate teaching, and research. Applicants will have or will be completing a PhD, and must show promise of excellence in both undergraduate teaching and in research. The successful candidate will be based at the Erindale Campus of the University of Toronto, in a beautiful wooded setting in Mississauga which is located 30 km from downtown Toronto. Letters of application with curriculum vitae, all appropriate material about their teaching, and three letters of reference, should be sent to Professor M. Evans, Chair, Department of Statistics, University of Toronto, Toronto, Ontario M5S 1A1 by April 30th, 1997. At least one letter should be primarily concerned with the candidate's teaching. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

URBAN STUDIES

CONCORDIA UNIVERSITY — Urban Studies Program, Department of Geography, is seeking applicants for a Limited Term appointment at the rank of lecturer or assistant professor level to begin 1 August 1997 for a period of 9 1/2 months (pending budgetary approval). The Urban Studies program offers pre-professional undergraduate studies leading to B.A. degree with Major, Specialization and Honours options. Faculty teach courses in urban development processes, community studies, planning history and law, field investigation methods, and computes applications in urban design. The program is intended to provide a theoretical basis for understanding of the physical structure and functioning of the city. Students also take courses in Geography, Sociology, Political Science and Economics and may also undertake an internship for course credit. Candidates should have professional and teaching experience, a Masters degree or higher, computer graphics and simulation skills, and a grounding in intervention methods. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal women candidates shall be given priority. Please submit a letter of application, curriculum vitae and arrange for three letters of reference to be sent directly to Dr. Patricia A. Thornton, Chair, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8 by 15 April 1997. You may also wish to include examples of work or publications or a teaching dossier.

WOMEN'S STUDIES

TRENT UNIVERSITY — The Women's Studies Program at Trent University invites applications for one ten-month and one eight-month limited term appointment at the rank of Lectures or Assistant Professor, commencing August 1, 1997 and September 1, 1997 respectively. These positions are currently subject to budgetary approval. The successful candidates will be required to teach in a team-taught first year Introduction to Women's Studies course, and in one other course: either "Feminist Analysis" (a second year methods course) or "Feminist Praxis" (an Honour's level seminar). Applicants much have a Ph.D. (completed or near completion). Applications, including a curriculum vitae, a sample of publications, and the names of three referees who have been asked to write on the candidate's behalf should be sent to Professor Margaret Hobbs, Chair, Women's Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of all materials, including letter of reference is March 31, 1997. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ZOOLOGY

BRANDON UNIVERSITY — The Zoology Department at Brandon University seeks an enthusiastic and dedicated individual with a commitment to excellence in undergraduate education. We seek an individual with broad training at the cellular, tissue and organ levels. The successful applicant will be expected to teach courses from among the following: first year biology, genetics, cell biology, histology and embryology. Assisting with undergraduate research theses in the area of the applicant's expertise is also expected. In addition to quality education, the Department places strong emphasis on a commitment to excellence in research and the involvement of undergraduate students in research programs. Applicants must hold a PhD in an appropriate area of Animal Biology. The appointment will be at the level of Assistant Professor ($39,298 to $58,356) and the initial appointment will be up to a two year term. The application package should include a current CV, official graduate transcripts, copies of 5 publications representative of the applicant's research, and a one-page summary detailing the applicant's philosophy on teaching and research at a small university. The names, addresses, telephone and FAX numbers of three referees qualified to assess the applicant's teaching and research capabilities in a small university environment should be provided. Applications should be sent to: Dr. Albert O. Bush, Chair, Department of Zoology, Brandon University, Brandon, Manitoba, R7A 6A9; FAX: (204) 728-7346. Deadline for receipt of applications is March 15, 1997, or when position filled. In accordance with Canadian Immigration regulations, this advertisement is directed primarily towards Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is subject to budget approval.

ACCDMMDDATIONS

LONDON HOUSE, Camden Town, London, England. May to August accommodation in University of Guelph's "Guelph London House". Rooms or flats, full housekeeping privileges. Daily, weekly and monthly rates. Minimum 3 nights stay. This smoke-free environment is ideal for academic/tourist travellers. Guelph London House, c/o University of Guelph, Guelph, ON N1G 2W1. PH: (519) 824-4120 Ext.3357; FAX: (519) 767-1670; E-mail: achol@uoguelph.ca

PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km. east of Aix-en-Provence. Phone, washer, central heating. $1000.00 per month including utilities. Beth, (416) 978-7458 or 588-2580 or b.Savan@utoronto.ca.

OTTAWA RENTAL, July 1-Dec. 31 1997, furnished 3BR house, close to Canal and both universities. Finished basement with full bathroom. Beautiful garden, deck, $1300 per month. 613-232-2262. Email rbud@ccs.carleton.ca.

MONTREAL. Spacious, architect-built, detached house. Double salon with picture windows overlooking large backyard. Deck, stone fireplace, two bedrooms, two studies. Quiet neighborhood near all transportation or drive ten minutes to downtown. No pets; non-smokers preferred. Available Sept.-Dec. 1997 or Sept. 1997- June 1998. $1,500. monthly plus utilities. Phone or Fax (514) 483-5619. e-mail mfabs@alcor.concordia.ca

WANTED by dependable non-smokes F: Sabbatical rental Mtl or Quebec, 97-98 gingiam@mushio.edu, 513-523-6720 (h).

VANCOUVER RENTAL — Central (5 min. To Broadway Skytrain station) 1 large master bdrm, 1 loft bdrm, office, 2 baths, skylights, garage, 2 patios, downtown & mountain-view balcony, W/D, DW, gas FP, fully furnished. NS, no pets, references. Available May-Aug. '97. Monthly rental or longer. $1500 per month. Fax (604) 253-0051 or e-mail drothschild@vcc.bc.ca

FOR RENT — Toronto. Lovely, fully furnished faculty house, 20 minute walk from U of Toronto, 3 stories, across from park, available April 15-Sept 1 (dates negotiable), $1600 + utilities. (416)-539-9850 or e-mail: droman@chass.utoronto.ca.

SABBATICAL RENTAL Ottawa West End, Westboro Area. Fully furnished 3 bedroom family home. Bright, spacious, hardwood floors, sunroom, skylights. Minutes to excellent primary/secondary schools. Close to downtown and the universities. Option of using a car. Available July 1, 1997. Phone (613) 722-5270 or email wojtek@business.carleton.ca

VILLA FOR RENT in Southern France, Provence — Sept. 1, 1997 to May 31, 1998. Fully furnished 3 bedroom, large office/library, 1 acre, private, wooded, ingi ound swimming pool, tennis court, hour north of Aix-en-Provence. $1350 per mo. plus utilities. Contact: Dr Sandra Beckett at 905-687-7315 or e-mail sbeckett@spartan.acbrocku.ca.

SABBATICAL RENTAL — Firenze/Italy. Historic Centre attractive one-bedroom apartment, sleeps 2/4. Monthly Italian Lira 1,500,000 + util.; weekly 700,000 all incl. - Spezzotti 011-39-55-245-739.

EDUCATORS BED & BREAKFAST NETWORK — $27 a night for two. Private membership travel network of B&B's for educators. Stay with members at over 3250 locations in 40 countries. House-sitting registry available. Choose your destination and we do the rest. Call (800) 377-3480, write Box 5279, Eugene, OR 97405, or fax (541) 683-8494.

OTTAWA — Aug 97-Sept. 98. Furnished, 2-story, 2000 sq. foot apt. in hold home close to both Carleton and U of O. 3 bdrms, den, 2 living rooms, 2 full baths, 2 fireplaces, large kitchen, bright and sunny, deck, flower garden. E-mail: gtoner@ccs.carleton.ca; 236-8927.

UNIVERSITY OF WINDSOR

School of Dramatic Art
Drama in Education

Applications are invited for a tenure-track position at the Assistant Professor level in the School of Dramatic Art, to commence July 1, 1997. The School of Dramatic Art offers honours degree programs in acting, music theatre, drama in education and drama. The successful candidate will teach primarily within the B.A. (Hons.) program in Drama in Education as a curriculum specialist and, therefore, must have demonstrated teaching ability in the kindergarten through grade 8 classroom.

Applicants should hold a Ph.D. in a drama in education area. If the applicant is otherwise qualified and prepared to undertake doctoral studies, he/she may be considered for appointment at the lecturer rank. University teaching experience, including supervision of classroom placements and student individual projects, is essential. A demonstrated commitment to research and publication in drama in education is expected. Ability to teach in other aspects of drama in education (e.g. storytelling; theatre for young audiences) is an asset.

Applicants should submit a current curriculum vitae, program proposal for research or creative activity, teaching evaluations, other supporting materials, and arrange to have three letters of reference forwarded by May 15, 1997 to: Prof. Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, phone: (519) 253-4232, ext. 2805; Fax: (519) 971-3629; e-mail: madykel@uwindsor.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, person with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Director
School of Public Administration

The School of Public Administration at the University of Victoria is seeking a Director. The School offers three programs: a Master of Public Administration, a Diploma in Public Sector Management (available by distance education) and a Certificate in the Administration of Aboriginal Governments. The School currently has 14 faculty, 5 administrative professional staff and 5 office/technical staff.

The successful candidate could be an established academic with strong management skills or a practicing public sector manager with teaching and possibly research experience. Normally, this would be a tenure-track/tenured position that includes teaching responsibility. The term of the appointment for Director is for five years with the possibility of reappointment. Rank and salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirement, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, minorities and aboriginal persons.

The deadline for applications is **March 30, 1997**. Applicants should send a curriculum vitae and names of three referees to:

Dr. Anita Molzahn
Dean, Faculty of Human and Social Development
University of Victoria
PO Box 1700
Victoria, B.C.
V8W 2Y2

UVic UNIVERSITY OF VICTORIA

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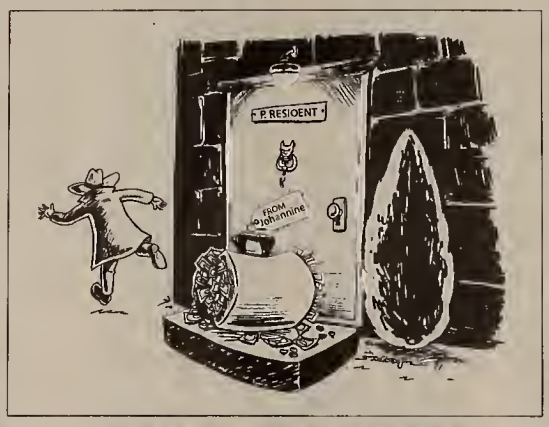
BILL BRUNEAU

ONE SUMMER MORNING FIVE YEARS ago, the UBC Faculty Association staff had a visitor, the business agent of one of the Canadian Union of Public Employees locals on campus. He arrived in a foul temper, having just discovered the administration planned to construct a residential college for Asian graduate visa students.

At first we thought St. John's College, as the residential college was to be called, was to offer academic programs in international studies, and would practice a kind of discrimination by not accepting Canadian-born students.

We turned out to be wrong on both points. We sent an association staff member over to President David Strangway's office to do some sleuthing. She returned with a large unmarked envelope. Inside was a beautifully printed brochure for "St. John's College."

The document had drawings of sea and mountains. The text told of a group of wealthy Asian businessmen who proposed a UBC version of the original St. John's College in Shanghai, a foundation that disappeared after China's 1949 Revolution.



MEANWHILE, as it happened, the UBC Faculty Association had been trying from 1990 to 1993 to persuade the administration to lease land on which to construct faculty housing. Although we were willing to pay a good price, the administration declined in favour of market housing on campus. We figured that if we couldn't have campus land, there was no especially good reason anyone else should acquire it, not without broad campus consultation and discussion.

How wrong we were! Now, in 1997, construction of the new Asian College is far advanced. For St. John's, the problem of land was miraculously solved. In private discussion, the board of governors approved the college and its construction. Meanwhile, there were occasional references to the college in the senate, but little sustained argument. Its residential program did involve both Canadian and Asian students in the end, and its programs are propaedeutic to the work done by official departments on campus.

Like many in the UBC community, I think the St. John's idea is a good one. But like most colleagues, I (and the association executive of the day) were stunned at how easily the wealthy "Johannines" got access to the office of the president of the university.

It all began with quiet visits to David Strangway, president at the time. The next stages occurred in the development office, in the planning office, in the confidential minutes of the property management sub-committee of the board of governors. And the university is no longer the same. The senate has been weakened by an administration concerned with markets and products, unable and undisposed to offer a persuasive vision of the undergraduate curriculum. The "physical plant" is in good shape where it has benefitted from the direct gifts of wealthy individuals; but "ordinary" classrooms ate slowly disintegrating.

Over the past three years at least, the UBC scenario has been played out on one campus after another. At York, the university now offers donors the opportunity to name courses, not just buildings and chairs.

At Toronto this month, the politically inevitable finally occurred: it was alleged that two donors might have stepped over the invisible line, and gained some degree of control over academic programs or academic careers (the Rotman and Nortel affairs). They, too, had made the trip to the privacy of the president's office, and had emerged a little poorer — but more powerful in the university's internal life.

UNIVERSITIES have always accepted — and sometimes thrived on — private money. But universities worth the name are not dependent upon the givers. Their autonomy is their gold.

It's mildly funny to contrast the shenanigans of Mssrs Prichard and Strangway with CAUT's policies on university governance, transparency, and public funding of higher education. Can we all be on the same planet? But of course we are very much living on the same planet, and it's time for us to make it plain to Rob and Dave that the privacy of their office is not the best place to do university business. ■

Quand les intriques de bureau prennent un nouveau sens

IL Y A CINQ ANS, PAR UN MATIN D'ÉTÉ, L'ASSOCIATION des professeurs de l'Université de Colombie-Britannique recevait la visite de l'agent syndical de l'une des sections locales du Syndicat canadien de la fonction publique du campus. D'une humeur massacrante, il venait d'apprendre que l'administration prévoyait construire un collège résidentiels pour les étudiants asiatiques des 2e et 3e cycles titulaires d'un visa.

Au début, nous pensions que le collège résidentiel St. John's, comme il devait s'appeler, allait offrir des programmes universitaires en études internationales et qu'il exercerait une certaine forme de discrimination en n'acceptant pas d'étudiants nés au Canada.

Nous nous sommes trompés sur ces deux points. Nous avons envoyé une employée de l'association au bureau du recteur David Strangway pour y mener une petite enquête. Elle est revenue avec une grande enveloppe vierge qui contenait une très belle brochure sur le collège St. John's.

La brochure était illustrée de dessins de la mer et des montagnes. Le texte parlait d'un groupe de riches hommes d'affaires asiatiques qui proposaient, pour l'Université de la Colombie-Britannique, une version du collège St. John's de Shanghai, un établissement qui a disparu après la révolution chinoise de 1949.

ENTRE temps, l'association des professeurs avait essayé de convaincre l'administration, de 1990 à 1993, de lui louer un terrain afin d'y construire une résidence pour les professeurs. Bien que nous étions disposés à payer le bon prix, l'administration a refusé notre demande au profit de logements du marché privés sur le campus. À notre avis, si nous ne pouvions obtenir un terrain de l'université, personne d'autre ne le pouvait non plus sans une consultation et des discussions à l'échelle de l'université.

Comme nous nous trompions! Or, nous sommes maintenant en 1997 et la construction du nouveau collège asiatique est fort avancée. Le problème du terrain pour le collège a été réglé comme par magie. Le conseil d'administration a approuvé la construction du collège lors de discussions tenues en privé. On a bien mentionné à l'occasion la question du collège aux réunions du conseil d'université, mais rien de soutenu. En fin de compte, le projet résidentiel s'adressait à la fois aux étudiants canadiens et asiatiques et ses programmes d'études étaient préparatoires au travail fait dans les départements et campus officiels.

À l'instar de nombreux membres de la communauté de l'Université de Colombie-Britannique, je pense que l'idée du collège St. John's est bonne. Cependant, comme la plupart de mes collègues, et l'exécutif actuel de l'association, j'ai été étonné par la facilité avec laquelle les riches partisans de St. John's ont eu accès au bureau du recteur de l'université.

Tout a commencé par de discrètes visites à David Strangway, le recteur de l'époque. Le reste s'est passé dans le bureau du développement, dans le bureau de la planification, dans les procès-verbaux confidentiels du sous-comité du conseil d'administration sur la gestion des immeubles. L'université n'est plus la même. Le conseil d'administration a été affaibli par une administration intéressée par les marchés et les produits, par une administration incapable d'offrir une vision convaincante du programme d'études du 1er cycle. Les installations «physiques» sont en bon état si elles ont bénéficié de dons directs de riches particuliers. Les classes «ordinaires», cependant, se détériorent lentement.

Depuis trois ans au moins, le scénario de l'Université de Colombie-Britannique s'est répété à d'autres campus. À l'Université York, par exemple, l'université offre désormais aux donateurs la possibilité de donner leur nom à un cours et non plus uniquement à des édifices ou à des chaires.

À Toronto ce mois-ci, l'inévitable politiquement s'est finalement produit. Apparemment, deux donateurs auraient peut-être franchi la frontière invisible et auraient acquis un certain contrôle sur les programmes ou les carrières universitaires (les affaires Rotman et Nortel). Eux aussi, ils ont rendu visite au recteur, dans l'intimité de son bureau. Ils en sont sortis un peu plus pauvres mais plus influents dans la vie interne de l'université.

LES universités ont toujours accepté l'argent de particuliers, et ont parfois réussi. Toutefois, les universités dignes de ce nom ne dépendent pas de donateurs. Leur autonomie est leur richesse.

Il est un peu amusant d'opposer les entourloupettes de MM. Ptichard et Strangway aux politiques de l'ACPPU sur la direction universitaire, la transparence et le financement public de l'enseignement supérieur. Pouvons-nous tous vivre sur la même planète? Bien entendu, nous vivons sur la même planète. Il est donc temps pour nous de faire comprendre à Rob et à Dave que l'intimité de leur bureau n'est pas le meilleur endroit pour conclure des affaires concernant l'université. ■